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# UNION UPDATE



## New Unit 1 Bargaining Chair steps up her union leadership

**SUSAN RODRIGUEZ SAYS "MEMBER STRENGTH IS THE KEY TO WINNING A GREAT CONTRACT"**

Susan Rodriguez stepped into her journey as a Local 1000 leader 11 years ago, when she decided to make a difference in her workplace and become a union steward. Today, she's working to make a difference as the newly-elected Chair of Bargaining Unit 1 by building power among her fellow employees.

Along with the rest of our 20-member Unit 1 Bargaining Committee, Susan has already begun preparations for our upcoming contract negotiations. There's a focus on increasing membership numbers because bigger numbers translate to more leverage at the bargaining table.

"We have the opportunity to make real gains in our wages and working conditions, but we can't win without the support and engagement of a strong member base," she said.

Susan Rodriguez is a 17-year veteran of state service and works as a Senior Workers' Compensation Claims Adjuster in the State Fund office in Pleasanton. Her bargaining experience started in 2008 when she was elected to be a Unit 1 Classification Bargaining Unit Representative (CBUR). She also continues to provide strong leadership in her DLC 746.

In 2013, she was elected to the Unit 1 bargaining committee and helped negotiate our contracts in 2013 and 2016. As Unit 1 Chair, she'll play an integral role in bargaining but reminds her fellow members, "if you really want something, you need to join the union, step up and engage."



***"I choose my union because we speak up for state workers, for our families and for a stronger middle class."***

Susan Rodriguez, State Fund, Pleasanton  
Bargaining Unit 1 Chair

**Become a member today!**

**Protect your hard-earned contract rights, your wages, benefits and retirement. Have a voice in the direction of your union. Join now ... we are stronger together!**

**[seiu1000.org/join-local-1000](http://seiu1000.org/join-local-1000)**



## Groundbreaking apprentice programs offer pathways to increase skills, wages

CAREER DEVELOPMENT FOR STATE EMPLOYEES IS A UNION VALUE



Our third wave of IT apprentices attend orientation at the California Department of Technology on August 29.

Creating sustainable careers for the 96,000 state workers we represent is a top priority and union value. Using the power of our contract, we work with the state to create opportunities for career development and to provide professional training so that California is an employer of choice and its employees can flourish in their jobs.

Local 1000 is an innovator in career development, having launched two groundbreaking apprentice programs in health care and information technology (IT). Traditionally, “apprentice” applies to trade jobs like carpenter or sheet metal worker, but in partnership with the state and community colleges, we’ve created new pathways to increase workers’ skills, allowing them to be more competitive in the job market and to earn higher wages.

Both programs offer time off without loss of pay and 20 to 30 units of college credit.

### Information Technology

Our third wave of IT apprentices, selected from more than 300 applicants and 60 interviews, attended an orientation at the California Department of Technology on August 29. Since the program’s inception in 2017, more than 25 of our members have been accepted into the program.

These new apprentices enter a training and development assignment as an Information Technology Associate for a period of up to two years, where they receive on-the-job training and related IT instruction. At the conclusion, apprentices will meet the minimum qualifications to promote into the Information Technology Associate position, though some may meet the qualifications for the Information Technology Specialist classification.

### LVN to RN apprenticeships

In 2017, Local 1000 pioneered the very first LVN to RN civil service apprenticeship offering upward mobility to Unit 20 health care workers. Already, 35 apprentices are registered and a number of the early graduates are now working as registered nurses.

Like the IT apprenticeship, the LVN to RN program offers a combination of classroom theory, practical experience and on-the-job training.

### More opportunities ahead

In addition to our current apprenticeships in IT and health care, Local 1000 is working to develop future programs covering cybersecurity, financial services and new pathways for the DGS custodians we represent.

**Learn more about our apprentice programs at [seiu1000.org/grow](http://seiu1000.org/grow)**

Questions about your union membership? Learn more about union benefits and privileges.

**Call our Member Resource Center for answers!**

**866.471.SEIU (7348)**

Monday - Friday, 7 a.m. to 7 p.m.

### Resource Center

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