

## 8 UNITS RATIFY OUR TENTATIVE AGREEMENT

MEMBERS RESOUNDINGLY VOTE 'YES' FOR A CONTRACT THAT PUTS MORE MONEY IN THEIR POCKET

The vote is in, and Bargaining Units 1, 3, 4, 14, 15, 17, 20, and 21 have ratified a contract that will change the lives of thousands of Local 1000 members. Passage of this historic contract will put more money in our members' pockets, ensuring they receive:

- A 7% wage increase over three years
- A \$260 monthly health care stipend
- More than 150 special salary adjustments
- 45 classifications lifted up with our \$15/hour minimum wage win
- New and increased skill differentials
- A \$250/month GeoPay differential in four California counties

Our new contract goes into effect January 2, 2020. Learn more about how it benefits you at [seiu1000.org](http://seiu1000.org)

### MEMBERS VOTING 'YES'

**Unit 1 – 84%**

**Unit 3 – 91%**

**Unit 4 – 92%**

**Unit 11 – 48%**

**Unit 14 – 67%**

**Unit 15 – 92%**

**Unit 17 – 83%**

**Unit 20 – 85%**

**Unit 21 – 96%**

## UNIT 11 VOTES NO - NEW VOTING PLANNED

MEMBERS ENCOURAGED TO REEXAMINE, RECONSIDER AND RE-VOTE 'YES' TO RATIFY

By the thinnest of margins, Unit 11 members voted 'no' in our ratification vote, plunging the financial future of all 2,800 represented employees in Unit 11 into doubt and uncertainty.

"This 'no' vote, influenced by false promises and outright lies made to employees, will have a very real impact," said Yvonne R. Walker, Local 1000 president. "Many in the unit are low-wage workers, seasonal and temporary employees who would be lifted up by this contract.

"These employees, and others in Unit 11, stand to lose between 18% and 21% in wage increases from this contract," Walker added. "Unless we achieve ratification from the unit, none of our hard-won contract benefits will go in effect for Unit 11 on Jan. 2."

Next steps include a second opportunity for Unit 11 members to vote again for ratification. If that fails, Unit 11 returns to the bargaining table with an uncertain timeline and no guarantee of an outcome that improves on the tentative agreement we reached.



*"I urge the members of Unit 11 to take a close look at the facts and at the economic opportunity this contract provides. I encourage them to join the thousands of members in other units who have voted overwhelmingly 'yes' for a contract that does so much for them and their families."*

- Yvonne R. Walker, President

## NEW FINANCIAL SERVICES APPRENTICE PROGRAM UPWARD MOBILITY FOR MEMBERS IS A UNION VALUE

In yet another breakthrough for the professional development of our members, Local 1000 is offering the first public sector financial services apprenticeship program with concentrations in auditing and accounting. In establishing this program, we hope to create a sustainable financial services professional pathway that provides our members with upward mobility opportunities in occupations that have significant shortages and are projected to grow exponentially in coming years.

We are currently recruiting candidates for our inaugural cohort of the Financial Services Apprenticeship Program. The Financial Services Apprenticeship Program is offered jointly by SEIU Local 1000, Employment Development Department (EDD), California Department of Tax and Fee Administration (CDTFA),

Department of Justice (DOJ), Department of Rehabilitation (DOR), California Government Operations Agency (GovOps) and American River College (ARC). This program is designed to provide state employees, who meet specific criteria, with financial education, skills, and experience.

If selected, apprentices enter a training and development assignment in a financial services position for a period of up to two years. During this time, they receive on-the-job training within their current department and related accounting and auditing instruction through American River College. At the conclusion of the program, apprentices will meet the minimum qualifications to promote into Accountant Trainee, Tax Auditor, or Tax Compliance Representative Classification!

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



## HELP BUILD THE FUTURE OF OUR MOVEMENT

### Nominations For SEIU Convention Delegates begin October 15

Do you have a vision for a bold future? Are you innovative and willing to think beyond worksite-specific issues, and committed to furthering the greater good for all working people? Then consider stepping up and becoming a delegate to the SEIU International Convention, April 24-26, 2020, in Chicago.

Convention delegates play an important role in shaping the future of the labor movement here and across the nation. You'll join a team building a vision for tomorrow creating new campaigns to give all working families the opportunity to have a good life, live in sustainable communities, and enjoy the fruits of social, economic, and environmental justice.

Our national Fight for \$15 campaign to raise the wage for tens of millions of working families is just one example of the kinds of initiatives that come from leaders like you, working together with other committed activists to build power.

Members in good standing for two years are eligible to run for SEIU International Delegate. You'll have the opportunity to represent the interests of 96,000 Local 1000 members to our SEIU family across the country. You'll vote on important proposals, vote to approve budgets, and vote to elect the officers of SEIU International. More important, you'll have a voice in the activities that matter most to you and your community.

**Online nominations begin 10/15. Read more at [seiu1000.org/delegates](http://seiu1000.org/delegates)**

**Become a member today: [seiu1000.org/joinus](http://seiu1000.org/joinus)**