

LET'S PUT SCHOOLS AND COMMUNITIES FIRST! NEW PROPERTY TAX INITIATIVE RESTORES AND EXPANDS EDUCATION, VITAL LOCAL SERVICES



"Our children are our most precious resource, and this initiative is an investment in their future.

Join me in the fight to restore over \$12 billion per year for our schools, health clinics, and other vital services."

- Bobby Dalton Roy, Member Political Leader

In our California, we believe that all children should have access to an incredible education. Over the next year, SEIU Local 1000 along with labor unions and community partners will be taking action to ensure that our state is one that provides quality education while preserving and expanding the programs available to students.

Local 1000 is supporting an effort, called Schools and Communities First, that would restore over \$12 billion annually to invest in our schools and to improve our communities. The initiative is an opportunity for real change that touches us all. An opportunity for our kids to receive a more rewarding education by restoring programs like art, music and sports that have long since gone away, and an opportunity to see our vital community services expanded for a better quality of life for all Californians.

This initiative would reform the 1978 property tax measure Proposition 13 by requiring that commercial properties be taxed based on market value rather than their purchase price. With this money, our local governments will be able to invest in good-paying local jobs, emergency shelters, improve their transportation and health infrastructures, and support our community libraries and parks.

Schools and community colleges will be able to afford more teachers—which means smaller class sizes—along with after school and tutor programs to help our kids succeed. It's time to end a 40-year loophole for wealthy corporations and invest in our children – and ultimately the future of our state.

On Nov. 5, member leaders from across the state came together to kick off our 2020 political program as we launch our efforts to educate, engage, and involve our members in the effort to put schools and communities first. More information is available online at schoolsandcommunitiesfirst.org

Are you willing to step into your leadership?

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 by 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.

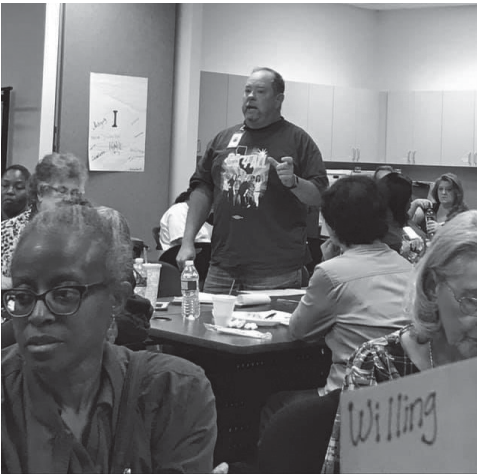
Members in good standing for two years are eligible to run for SEIU International Delegate. You'll have the opportunity to represent the interests of 96,000 Local 1000 members to our SEIU family across the country. You'll vote on important proposals, vote to approve budgets, and vote to elect the officers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

Deadline for submission is Friday, Nov. 15. Step up!
More information and nomination forms online at seiu1000.org/delegates

**Do you have a
vision
for a
bold future?**

**Become a delegate to the
SEIU International Convention!**

APRIL 24-26, 2020 IN CHICAGO



STEWARDS ATTEND COMPREHENSIVE TRAINING ON OUR NEW CONTRACT

OUR FRONTLINE REPRESENTATIVES GET READY TO IMPLEMENT NEW PROVISIONS

Our new contract goes into effect on Jan. 2, 2020 and contains hundreds of changes in our wages, benefits, and working conditions. To ensure that our members are aware of the new contract provisions, we've invested in training our job stewards to spread the word about what's new and how the state workers we represent can fully benefit from our historic contract.

Over the past two weeks, at meetings held across the state, our stewards learned how to implement and enforce a contract that includes:

- 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/hr minimum wage win
- New and increased skill differentials
- A \$250/month GeoPay differential in four California counties

To learn more about the contract that puts more money in our members' pockets, visit seiu1000.org

AFFECTED BY WILDFIRES? KNOW YOUR RIGHTS

State workers facing challenges caused by disaster can use administrative time to cope

Many workers across the state are feeling the impacts of the devastating wildfires burning in California, and our hearts go out to the communities and the victims affected by these natural disasters.

As of Oct. 30, the Kincade Fire in Sonoma County has burned tens of thousands of acres, caused the evacuation of almost 200,000 people, and threatened hundreds of structures. The Tick Fire in SoCal has also destroyed numerous buildings and homes, leading the governor to declare a statewide emergency.

If you've been affected by these fires, a provision in the California Code of Regulations allows state workers who qualify up to five Administrative Time Off (ATO) days to deal with issues related to the emergency. Departments are allowed to extend the time off to a maximum of 30 ATO days.

Under the ATO rule, state employees qualify for time off if their normal place of business is temporarily closed, reasonable routes of transportation from the employee's normal residence to work are blocked, or the emergency puts the employee's own safety in grave peril.

State workers also qualify if they are actively involved in a formal, organized effort to protect the health and safety of the general public, or the employee needs to take time off to apply for disaster assistance.

If you have questions about ATO eligibility, contact your agency's HR department for more information or reach out to the Local 1000 Member Resource Center at 866-471-SEIU (7348).

Become a member today: seiu1000.org/joinus