UNION UPDATE

NEW IT APPRENTICE PROGRAM
OFFERS PROFESSIONAL DEVELOPMENT &
UPWARD MOBILITY

Eleven Local 1000 members representing nine different state departments are on a new career path through a newly launched IT apprenticeship program starting this month.

This is the first public sector IT apprenticeship program in the country and one of the first anywhere to focus on IT networking.

"I'm getting invaluable training and education that's hard to get on the job," said, Quinton Snoddy, an IT apprentice who works in the network operations group at EDD, Sacramento. "This will help me achieve my dream of rising in the ranks of state service."

The program, funded with a $4 million grant from the Department of Labor, is a joint effort between Local 1000, Mission College and the California Government Operations Agency.

Not only does this program develop new career paths for our members, it also is a step toward addressing the state's 18.6% vacancy rate in IT positions.

Members will receive on-the-job training and approximately 24 units of fundamental IT instruction with a focus on networking.

Professional development and upward mobility are key priorities for our union. Recently, two Local 1000 members were the first graduates of an innovative LVN-to-RN apprenticeship program.

"I'm glad that I chose to be a full, dues-paying member of our union," said Snoddy. "I'm getting a valuable professional opportunity that only became available because I had a union. This is paying real dividends for me."

Additional groups of up to 30 apprentices are expected to start every six months.

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>
> *–Quinton Snoddy*
> *EDD | Sacramento*

LOCAL 1000
SEIU
Stronger Together

PROTECTING MEMBER RIGHTS
AT CALPERS

Nearly 600 Local 1000 members working at CalPERS now have the opportunity for more career mobility after our union negotiated to protect and preserve the rights of Retirement Program Specialists (RPS) who are offered the chance to move laterally into new classifications.

As part of the state's Civil Service Improvement initiative, CalPERS opted to streamline classifications and open the doors into Staff Services Analyst (SSA) and Associate Government Program Analyst (AGPA) positions. Those positions offer greater upward mobility as well as lateral mobility into many other state departments.

CalPERS' original proposal for the reclassification didn't fully account for the concerns of our members, and members took action by having one-on-one conversations, worksite meetings and by filling out surveys.

"We wanted to make sure the transition did no harm and that no member was left behind in the transition," said Van Nguyen, an RPS II and a union steward. "We built stronger networks to be fully transparent and be all-inclusive."

Armed with important facts and member-identified priorities, our bargaining team met with the state to negotiate over the impacts of reclassification. Several of our members, including Stuart Bennett, DBUR for Unit 1, Wandra Pitts, President of DLC 781, Jamila Ponnley, RPS II and union steward, and Van Nguyen, were at the table to drive our message home.

"We came together to achieve more success than we imagined," said Wandra Pitts. "Management felt union power at the table. I chose to be a union member and a steward because of that kind of power, and I feel like our union is a shining light working for a common goal."

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