

OCT 19
2016

UNION UPDATE

We're Taking Action Statewide



Thousands of members—in hundreds of worksites up and down the state— are purpling up and standing up to demonstrate their solidarity and support for our bargaining team.

“We need to keep up the pressure as we press the state for a contract we can all be proud of.”

— Margarita Maldonado, Vice President for Bargaining



“Hey, Richard!”

Members email CalHR Director with personal messages

We took additional action last week, emailing Richard Gillihan, CalHR director, our personal messages about what a contract we can all be proud of means to us and our families. Here are some excerpts:

“It is unconscionable that during this era of financial surplus in the state coffers that you offer the dedicated state employees a mere 2.96% salary increase.”

— Local 1000 Member from California Department of Corrections and Rehabilitation

“We shouldn’t have to decide between working for the state and making a respectable living.”

— Local 1000 Member from the Department of Business Oversight

“The people living in the world’s 6th largest economy deserve more than to just scrape by.”

— Local 1000 Member from the Department of General Services

“We rack up credit card debt because we can’t create our own emergency fund.”

— Local 1000 Member from the Employment Development Department

“I pay my bills and pray there will be enough food in the freezer, gas in my car and toilet paper until the next paycheck.”

— Local 1000 Member from the Department of Transportation

LATEST BARGAINING NEWS

Bargaining team boosted by member action

Boosted by the actions in our workplaces over the last few weeks, our bargaining team returned to the table last week with state negotiators and continued to push for a pay raise that respects the valuable services we provide to all Californians.

We reminded the state that in the months since we last bargained, we heard from thousands of members who said at town halls and in surveys that the state's offer doesn't recognize our hard work; that working families shouldn't have to live paycheck to paycheck.

Local 1000 President Yvonne R. Walker highlighted that our members aren't being paid equitably – 19% less than the average of all rank and file state employees.

She underscored how a staggering 39% of our members can't afford a two-bedroom apartment in the county they live in and how in most parts of the state, our members can't afford child care.

Walker also addressed the gender pay gap in state service.

While the gender divide in state service is relatively even (47 percent female, 53 percent male), our union is predominantly female. We are 66 percent women and only 34 percent men. Yet the unions that the state has made deals with are overwhelmingly comprised of men.

In fact, the gender breakdown of non-Local 1000 units is 78 percent male and only 22 percent female. And their average pay is 43 percent higher than our average pay.

While the recently enacted California Fair Pay Act touts "the strongest equal pay law in the country," the state's offer is continuing the structural gender wage inequality that has persisted for centuries, Walker told state negotiators.

We still believe that the state can do the right thing and that is why we continued last week to negotiate in good faith, and we will continue to do so in the coming weeks.

But the recent lack of movement by the state means we have to prepare for all options, including moving forward with a strike authorization vote.

CONTACT YOUR ACTION TEAM LEADER FOR FURTHER UPDATES.

Resource Center

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“Our members take pride in our work, and we need to be able to take pride in a contract that values the services we provide.”

— Yvonne R. Walker, Local 1000 President

