

MAR 28

2018

UNION UPDATE

Apprentice Programs FOSTERING UPWARD MOBILITY

Local 1000 pioneering innovative approach to career development

With a mind toward fulfilling our purpose statement— and giving all members the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice, our union has worked to create new and innovative apprentice program opportunities.

Apprenticeships couple on-the-job training with related study and instruction in order to increase workers' skills and allow them to be more competitive in the job market.

Traditionally, "apprenticeship" applies to trade jobs, like carpenter or sheet metal worker. Local 1000 has already created ground-breaking ap-

prenticeships in non-traditional areas like health care and information technology and is working to expand into other areas.

We're partnering with the state's Government Operations Agency, Labor and Workforce Development Agency and a score of other departments, including EDD, DMV, CDCR, CDTFA and CHP.

The programs are cost-free for those accepted with classwork paid for by grants secured through the joint efforts of Local 1000 and educational partners including Mission College, San Joaquin Delta College and Sacramento City College.



"Career development is a priority value of our union. These new apprenticeship programs offer our members broader career options, upward mobility and ultimately, higher wages."

—Margarita Maldonado
Vice President for Bargaining

LVN to RN Apprenticeship

In 2017, the very first LVN to RN civil service apprenticeship program in the country was launched, offering upward mobility to Unit 20 health care workers. Already, 36 apprentices have been registered, and the first to graduate are now working as registered nurses. Another seven apprentices are expected to graduate in May of this year.

Information Technology Apprenticeship

Another first—this time, the first public sector IT apprenticeship program with a networking focus, also launched in 2017. 16 apprentices have been registered so far, and they receive on-the-job training as well as 24 units of college instruction. Two of our apprentices have already received promotions into their sought-after IT classifications.

Looking ahead

Our union is in the formative stages of new apprenticeships, in cybersecurity, PC support and financial services, as well as providing new career pathways for the custodians we represent.

#iChooseMyUnion

"I'M GLAD I CHOSE TO BE PART OF A UNION THAT HELPS ITS MEMBERS ACQUIRE THE SKILLS NECESSARY TO GROW IN THEIR CAREERS."

ANGELINA CAGER, IT APPRENTICE AT CHP, SACRAMENTO



MEMBERS MAKE

'POLITICS MATTER'

AT CAPITOL LOBBY DAY



We're pushing for safer workplaces, career advancement and value for our work.

More than 20 members roamed the halls of the state Capitol on March 5, meeting with legislators to build relationships and to discuss issues of key importance to state workers.

Lobbying at the Capitol is just one facet of a union-wide strategic initiative to leverage the gains we achieved in our last contract and to set the stage for the next round of bargaining that begins in 2019.

The member-led strategic effort addresses three union priorities: Sustainable Careers In State Service, which addresses career development, civil service reform and the impacts of automation; Value for our Work, dealing with wage issues like GeoPay and bilingual pay; and Safe

Working Conditions, an effort to end mandatory overtime for prison nurses and to ensure that all state workers have the tools and the regulations necessary to do our jobs safely.

The strategic initiative takes a multifaceted approach to making real gains for our members and all Californians. Our approach includes engaging in our worksites, communities and government. This engagement includes lobbying, advocacy, member action and collaboration with the state through Joint Labor Committees and Task Forces.

"Members are stepping up now to harness the power of our contract and get ready for the next one," said Local 1000 President Yvonne R. Walker. "To reach our goals, we need to build and leverage the power of our 96,000 members."

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

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"I'm lobbying today to help end the practice of mandatory overtime. I'm glad to be part of a union that fights for safe working conditions for nurses and all state workers."

-Dorrie Steadman
Job Steward, DLC 701, Donovan State Prison, San Diego



"I'm here today to make sure we get value for our work. The subject of GeoPay is important to many of our members because of where we work and the cost of living."

-Terry Gray
Job Steward, DLC 743, Public Utilities Commission, San Francisco



"I'm here to learn about the legislative process and to talk about sustainable careers in state service because I believe we should all be able to grow and flourish in our work."

-Tracie Kimbrough
Job Steward, DLC 721, EDD, Los Angeles