

SEPT 5  
2018

# UNION UPDATE



## Members step up as job stewards to provide real representation

### OUR LEADERSHIP APPRENTICE PROGRAM IS BUILDING A STRONGER UNION

A strong example of our union's commitment to provide real representation and to build member strength is LAPS – the Leadership Apprentice Program for Stewards. In the 4 years since it's inception, more than 500 of our members have completed LAPS training and stepped up to become advocates for their coworkers and to harness the power of our members and amplify their voices.

Thirty new LAPS graduates joined the ranks of Local 1000 stewards in ceremonies this month in Sacramento and Ontario. Now, nearly one thousand job stewards across the state help enforce our hard-earned contract rights while building unity and strength in their worksites.

Michael Ramos is in the newest class of stewards. He works for the California State Lottery as a District Sales Representative. He's been a state employee for nine years and chose to step up in his leadership because of a greater commitment to protect and improve our contract rights.

"I choose my union and to be a Local 1000 steward, to preserve our history and our hard-fought wins. It's a time of change for our union and with the attacks we're facing, we have much more power when we stand together."

Steward candidates participate in a six-month apprenticeship to develop their union leadership and acquire the knowledge and skills to succeed. They receive a month-long orientation, followed by three months of online, classroom and field education.

Their final two months prepare them for their leadership journey with internships in member organizing and at our Union Resource Center. All along, they are mentored by experienced union leaders to promote and cultivate personal and professional growth.

By giving our stewards new tools and training to be effective leaders, we are truly investing in the grassroots strength of our union. The 96,000 state workers we represent enjoy skilled, hands-on representation and contract enforcement. Our stewards advance the core mission of Local 1000 to help build better worksites and better opportunities for us to serve all Californians.



Learn more about the Leadership Apprentice Program for Stewards

[seiu1000.org/become-steward](http://seiu1000.org/become-steward)



## #IChooseMyUnion

*"I choose my union and to be a Local 1000 steward, to preserve our history and our hard-fought wins. It's a time of change for our union and with the attacks we're facing, we have much more power when we stand together."*

Michael Ramos  
District Sales Representative,  
California Lottery, Santa Ana

## Karen Jefferies: Our new Unit 4 Chair is fighting to make our member voices heard

**SHE'S WORKING TO PROMOTE AND BUILD SUSTAINABLE CAREERS FOR ALL**

Karen Jefferies' recent election as the Unit 4 Bargaining Chair is just the latest example of a long history of leadership and activism in support of her fellow members.

In her 21 years as a state employee and union leader, she's worked tirelessly to move her union forward and has been a member of the Unit 4 bargaining team since 2006. Karen works as a Program Technician II at the Department of Justice (DOJ) in Sacramento.

For Karen, being a union member is part of her heritage. In fact, her mother, who also worked at DOJ and was also a Local 1000 steward, signed her up for steward training the day Karen passed her six-month probation so many years ago.

"I choose my union and choose to fight for justice for working families because it's in my DNA," says Jefferies.

"Unit 4 represents a wide breadth of classifications, and making sure all Unit 4 worker's voices are heard is important to the bargaining team," she said. "Our bargaining team is comprised of members representing all regions of the state so members can have access to their elected representatives to discuss important issues."

Key among those issues is upward mobility for all state workers. "We want to ensure members have the resources they need for career empowerment and the ability to define their own career paths that aren't bound to a classification system series," said Jefferies.

To that end, Jefferies is part of the team building power for our upcoming contract negotiations. She's working to create strategies and engage members so that the 96,000 workers we represent have a pathway to promote and build sustainable careers.

"As the state continues to consolidate classifications through their Civil Service Improvement (CSI) Project, we will work to ensure that there are opportunities for Unit 4 members and all workers to have a pathway to promote and build sustainable careers," she said.

Our bargaining team is also focused on using the power of our members and our contract to provide safe working environments while providing quality services and that our members can work for the state and have affordable housing, health care, transportation and child care.

"Our goals are many but our will to fight for our members is greater," said Jefferies.



***"I choose my union and choose to fight for justice for working families because it's in my DNA"***

**Karen Jefferies, Program Technician II  
DOJ, Sacramento  
Bargaining Unit 4 Chair**

### Resource Center

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