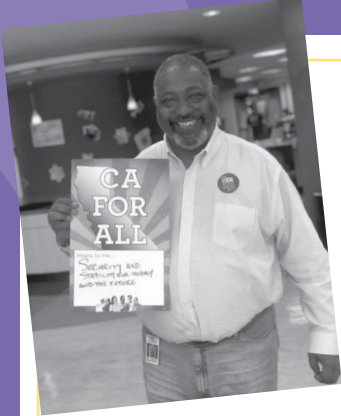


JULY 24, 2019

OUR FIGHT BEGINS NOW

Last week, our Local 1000 bargaining team brought to the table proposals that addressed three of the most important issues in creating a California for All: health care, housing, and a livable wage. We've made our demands, and the fight begins now!



ECONOMIC JUSTICE

- General salary increase of 21% for all Local 1000-represented workers spread across 3 years
- Create Geographic Pay (GeoPay) that provides employees in high-cost regions more money in their paycheck
- Create a housing differential to provide help for employees paying out more than 30 percent of their income in housing costs

HEALTH CARE JUSTICE

- Health and vision care proposals that would provide 100% of premiums paid for by the state
- Greater affordability and access to health care for our members who live in rural communities
- Increase the compensation for employees who live and work out-of-state and do not have access to an in-state HMO plan to cover their mandatory out-of-pocket costs for healthcare
- Cap the pre-funding of retiree healthcare in 2020 to ensure we have quality retiree health care that does not continue to rise in contribution costs

WORKER AND FAMILY JUSTICE

- Create a program in all departments for flexible work hours/alternative workweek schedules as part of our commitment to work-life balance
- Strengthen our provision that the state offers a telework program in all departments
- Enhance the 20/20 program to ensure all departments offer employees real opportunities to participate
- Create a commute program to defray the cost of long commutes by eliminating the current reimbursement cap

STAY CURRENT ON OUR PROGRESS AT THE BARGAINING TABLE

Read detailed summaries each day we negotiate with the state

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