



# WELCOME TO YOUR UNION JOB



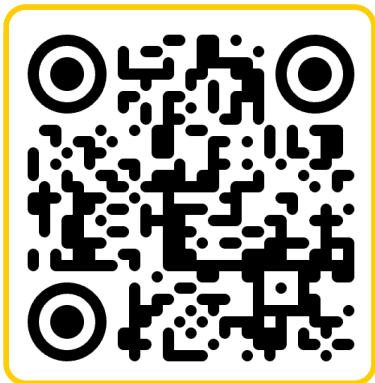
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# WELCOME to STATE SERVICE!

## FIRST THING'S FIRST: Become a Member of Local 1000 Today!



Scan above or **click here** to activate your membership today.

[join.seiu1000.org/infopacket25](https://join.seiu1000.org/infopacket25)

Becoming a member of Local 1000 is an important step in protecting your rights at work and securing a better future. Membership connects you with a community of coworkers dedicated to improving wages, benefits, and workplace conditions. It also ensures you have the support and resources you need throughout your career.



## COST OF MEMBERSHIP

Employment Type:	Monthly Cost:
Full Time	1.5% Gross Salary
Permanent Intermittent	\$28.00
Seasonal	\$15.00

*Dues are capped at \$90/month*

# PURPOSE STATEMENT

**Local 1000 is a strong member led union.**

The purpose of Local 1000 is to have the power necessary to give our members—and all Californians—the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice.

We will achieve this by engaging and developing our members and by creating strategic alliances with key leaders and organizations who share our purpose and values.





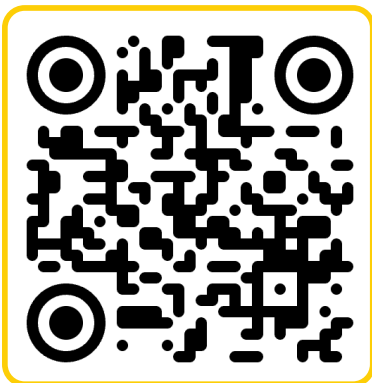
# Strengthen Our Voice

## JOIN COPE

COPE (Committee on Political Education) empowers members to influence the policies that impact our jobs, wages, and benefits. By joining, you help shape our union's legislative and political efforts.

### What COPE Does:

- Keeps you informed on labor policies and legislation.
- Promotes voter registration and grassroots campaigns that amplify your voice.
- Encourages your participation in key political issues that impact your job and community.
- Recommends candidates and legislation that support your rights.
- Protects your pension and hard-earned benefits.



**GET  
INVOLVED  
TODAY!**

Scan above or [click here](https://join.seiu1000.org/cope) to begin contributing to COPE

[join.seiu1000.org/cope](https://join.seiu1000.org/cope)



# Real Stories, Real Results

## WE HAVE YOUR BACK!

“The benefits of being a part of my union have made a significant difference in my work life, providing me with greater job security and a clear understanding of my rights as a state worker. I’ve seen firsthand how valuable this support is— whether it was helping me navigate challenges with a bad boss or giving me the confidence to stand up for others. Beyond that, my union has opened my eyes to why politics matter and how they directly impact state workers and our contract. Learning about the power of collective bargaining has been truly eyeopening. It’s empowering to know I’m not alone and that, together, we have a voice that makes a real difference.”



**Krystal C.**

*Department of Housing and  
Community Development (HCD)*

“Over the years, as new management has come and gone, one major victory our union secured—and one that has withstood every change—is protecting our right to use sick leave without unnecessary obstacles. Through a grievance, we ensured that management follows the MOU, requiring doctor’s notes only when appropriate. By holding them accountable to the contract, we’ve safeguarded this important benefit for all members, proving that when we stand together, we can protect our rights and improve our working conditions. It’s a reminder of why having a strong union matters.”



**Tommy R.**

*Department of Corrections and  
Rehabilitation (CDCR)*

# Member **BENEFITS**



**Job Security:** Acting together, we can protect our positions with strong contract enforcement and representation.



**Legal Protection:** Unlock access to professional representation in discipline and investigations.



**Appeals Support:** Expert guidance on SPB and CalHR appeals, including discipline, probation, and merit.



**Exclusive Discounts:** Save with affordable group rates on insurance and services.



**Protect Your Family:** Only members receive a death benefit to help your beneficiaries.



**Financial Perks:** Access scholarships, home loans, and Purchasing Power.



**Career Growth:** Unlock leadership and development opportunities.



**Your Voice Matters:** Influence your working conditions by having a say and a vote in contract negotiations.



**Collective Power:** Join forces with fellow workers to advocate for better pay, fair treatment, benefits, and rights.



**Community & Support:** Be part of a network that stands up for you and fights for your rights.



# SEIU LOCAL 1000: OUR UNION

**Our union is how we come together as a group to make things better** – whether that’s through bargaining a contract to raise our wages, or coming together with our co-workers to create a policy that makes our workplaces better, or getting together with community organizations to ensure that housing is more affordable in our communities.

**A union is how we work together to make life better** – whether it’s at work, at home, or in our communities.



# *We Represent **100,000** State Workers **JUST LIKE YOU***



Our union is member-led by state employees **just like you**



Our contracts are negotiated by state employees **just like you**



We have over **600 Union Stewards** at worksites across the state



736 different classifications, more than **2000 worksites across the state**



**10** different bargaining units



# **WAGES, BENEFITS** *and* **WORKING CONDITIONS**



Scan above or [click here](https://seiu1000.org/my-contract)  
[seiu1000.org/my-contract](https://seiu1000.org/my-contract)


## *View Our Contract Here*

Our union negotiates for and protects your **hard-earned rights** as a state employee.

Our contract contains hundreds of articles governing your job; enforcing those provisions is a **union priority**.



# Why Our Union **MATTERS**

An illustration on the left side of the page features a white fist with a purple outline, raised in a power salute. Behind the fist are three yellow arrows of varying sizes, all pointing upwards. The entire graphic is set against a white background with purple outlines.

**We are here to make sure every state worker in California has a voice.** By joining our union, you're not just gaining representation; you're becoming part of a movement that fights for fair wages, job security, and better working conditions.

Together, we push for the benefits that matter—healthcare, pensions, and opportunities for career growth. Your membership helps us protect what's important to you, ensuring that your hard work is recognized and rewarded. **When we stand together,** we achieve real results that improve our lives and the communities we serve.

# Why You Should **JOIN US**



## **MEMBER:**

- Legal representation
- Assistance in contractual & non-contractual related issues
- Discipline appeals to State Personnel Board (SPB)
- Rejection on probation appeals to SPB
- Merit appeals to SPB
- AWOL appeals to CalHR
- Insurance & assistance services
- Affordable group rates & discounts
- Scholarship opportunities
- Apprenticeship Opportunities
- Purchasing Power
- Home loans
- Leadership & career development opportunities
- A voice and a vote on negotiating your contract



## **NON-MEMBER:**

- You only receive assistance in contract-related issues, such as grievances and arbitration
- One-time union representation provided if you have an initial investigatory interview
- No representation in discipline, rejection on probation, merit or AWOL appeals

*Sign Up*  
**TODAY!**



Scan above or [click here](#) to activate your membership today.

[join.seiu1000.org/infopacket25](http://join.seiu1000.org/infopacket25)

# Be Part of OUR COMMITTEES

Our Human Rights Committees provide a space to advocate for equality, fairness, and social justice. By joining, you can help drive meaningful change and ensure every worker's voice is heard.



## **African American Committee**

Advocates for equity, empowerment, and workplace justice for Black workers.



## **Asian Pacific Islander Committee**

Promotes cultural awareness and fights for fair treatment of API members.



## **Environmental Committee**

Champions sustainability, workplace safety, and eco-friendly initiatives.



## **Latino Committee**

Supports Latino workers through education, empowerment, and advocacy.



## **Lavender (LGBTQ) Committee**

Fights for equal rights, representation, and workplace protections for LGBTQ+ members.



## **Native American Committee**

Preserves Native American heritage while addressing workplace and social concerns.



## **NextGen Committee**

Empowers young and new workers by fostering leadership and activism.



## **Accessibility Committee**

Ensures workplace rights and accommodations for members with disabilities.



## **Veterans Committee**

Supports veteran members with employment resources, benefits, and transition assistance.



**Women's Empowerment Committee** Advocates for gender equality, leadership development, and workplace rights for women.



# Join an **APPRENTICESHIP PROGRAM**



Our Apprenticeship Programs provide a direct path to career advancement through hands-on training, mentorship, and education—all while you work.

## **WHY JOIN AN APPRENTICESHIP?**

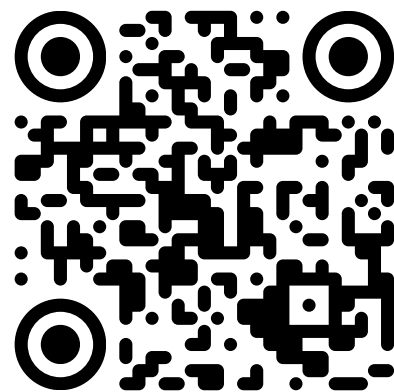
- ✓ **Earn While You Learn** – Get paid while gaining new skills.
- ✓ **Break Career Barriers** – Move into higher-paying roles without taking on student debt.
- ✓ **Expand Your Opportunities** – Develop competitive skills in growing industries.
- ✓ **Support & Resources** – Learn from experienced mentors and trainers.

We've pioneered apprenticeships in non-traditional fields, expanding beyond skilled trades into healthcare, financial services, and information technology.

Visit [seiu1000.org/apprenticeship](https://seiu1000.org/apprenticeship)  
to learn more and apply.

## **PROGRAMS INCLUDE:**

- **Financial Services (FS) Apprenticeship:**  
A collaboration with American River College and state agencies to train workers for financial careers.
- **Civil Service Career Exploration Program:**  
A pilot program helping employees explore career paths in state service.
- **Information Technology (IT) Apprenticeship:**  
The first public-sector IT apprenticeship with a networking focus, launched in 2017.
- **Cybersecurity Apprenticeship:**  
Provides state employees with cybersecurity education, skills, and experience.
- **Systems Apprenticeship:**  
Prepares workers for careers in mainframe computing technology.
- **LVN-to-RN Apprenticeship:**  
Helps Licensed Vocational Nurses (LVNs) transition into Registered Nurse (RN) roles with grant funding support.
- **Office Admin Apprenticeship:**  
A new program offering career mobility from custodial work to office administration.



# Victories Our Member Led Union Has Accomplished for **OUR MEMBERS** and **OUR LIVELIHOOD**

## **GENERAL SALARY & MERIT INCREASES** WAGES

## **\$165 DIRECT HEALTHCARE CONTRIBUTION** BENEFITS

## **DEFINED BENEFIT RETIREMENT** BENEFITS

## **80/20 HEALTHCARE SPLIT** BENEFITS

## **0.5% REDUCTION IN OPEB CONTRIBUTIONS** BENEFITS

## **GENEROUS LEAVE & VACATION ACCRUALS** WORKING CONDITIONS

## **TELEWORK** WORKING CONDITIONS

## **CAREER ADVANCEMENT** WORKING CONDITIONS

“Being a steward means actively advocating for RNs at my worksite by pushing for policy changes that improve working conditions and uphold the contract. This involvement ensures that nurses’ voices are heard, leading to fairer policies that support their well-being and professional standards.

By enforcing the contract, stewards help protect nurses’ rights, address workplace issues, and strengthen unity among staff.

This not only benefits nurses but also enhances patient care and workplace morale. I encourage more RNs to get involved, educate themselves on their rights, and take an active role in advocating for better wages, benefits, retirement, and workplace conditions—all protected by the contract we fought for together. When we stand united, we all win.”



**Ernie S.**  
*Department of  
State Hospitals*

Your membership means **stronger contracts, better benefits, and workplace protections.**

Scan code or [click here](#) to activate your membership today.

[join.seiu1000.org/infopacket25](https://join.seiu1000.org/infopacket25)



# How to GET INVOLVED

**Being a union member isn't just about receiving benefits—it's about having a voice and making a difference in your workplace.**

Here's how you can get involved and help strengthen our collective power:

## **1. Contact Your Job Steward:**

Your job steward is here to support you—don't wait until there's a problem to reach out!

- Know Your Rights – We'll help you understand your contract, workplace protections, and benefits.
- Get Personalized Support – Whether it's a workplace issue, disciplinary action, or unfair treatment, we'll work with you one-on-one.
- File Complaints & Grievances – We'll guide you through the process to ensure your concerns are heard and addressed.
- Build a Strong Relationship – Having a trusted job steward means you always have someone in your corner when you need help.
- Visit [seiu1000.org/dlc-statewide-map](https://seiu1000.org/dlc-statewide-map) to find your job steward.

## **2. Attend Union Meetings & Events**

- Stay informed about workplace issues and contract negotiations.
- Connect with other members and share your concerns.
- Participate in trainings, workshops, and social events.

## **3. Become a Job Steward**

- Receive training on workplace rights and advocacy.
- Represent your coworkers and help enforce our contract.
- Act as a liaison between employees and union leadership.
- Visit [seiu1000.org/become-a-job-steward](https://seiu1000.org/become-a-job-steward) to apply.

## **4. Join a Team**

- Bargaining Team – Help negotiate better wages and benefits.
- Political Action – Advocate for worker-friendly policies and candidates.
- DLC Leadership – Get involved by volunteering with your Local DLC.

## **5. Participate in Rallies & Advocacy Efforts**

- Stand up for fair wages, safe working conditions, and job security.
- Support fellow workers in workplace disputes or contract fights.
- Make your voice heard at legislative hearings and public events.

## **6. Stay Connected & Spread the Word**

- Follow us on social media and share union updates.
- Talk to coworkers about the benefits of union membership.
- Volunteer to mentor new employees about their rights.
- Have questions or want to get more involved? Reach out to your local steward or call the **Member Resource Center** at 866-471-SEIU.
- Your involvement makes a difference! The stronger our participation, the stronger our union.



**Become a  
MEMBER!**



# The Importance of **PENSIONS**



Only **23%** of U.S. workers have a pension.



**79%** of California state employee retirees feel secure in their retirement, largely because of their pensions.

**The Difference:** This security is a direct result of our union's efforts to protect and negotiate strong pension benefits—and COPE is how we defend those hard-earned victories.

## Your Union **WAGES**

are **12.9% higher** and Union members make **\$6,109 more** on average in **STRONG** union states compared to our non-member counterparts

**Protect your future.**

[Click here](https://join.seiu1000.org/cope) or visit [join.seiu1000.org/cope](https://join.seiu1000.org/cope) to contribute to COPE today.



# Frequently Asked QUESTIONS

- 1. How does SEIU Local 1000 improve wages and benefits?** We negotiate contracts that secure competitive salaries, healthcare, retirement plans, and other benefits.
- 2. Will I have a say in contract negotiations?** Yes, members can provide input, vote on contracts, and support bargaining efforts by getting involved in worksite activities.
- 3. What if I have a workplace issue?** Members receive representation and support for grievances, disputes, and unfair treatment.
- 4. Do union members get legal assistance?** We provide professional representation and access to legal advice or representation when necessary for work-place related issues and contract enforcement.
- 5. Can the union help with career advancement?** We offer training, apprenticeship programs, and leadership opportunities.
- 6. How much are union dues?** Dues are a small percentage of your paycheck and go toward contract negotiations, legal support, and member benefits.
- 7. Can I opt out of union membership?** Yes, but only members receive full benefits, leadership voting rights, and advanced workplace representation.
- 8. Does the union get involved in political action?** Through COPE, we support pro-worker policies, promote voter engagement, and recommend candidates who protect our rights and benefits.
- 9. How can I stay informed on union updates?** Members receive more emails, attend meetings, and can visit [seiu1000.org](http://seiu1000.org) for updates.
- 10. How do I get involved in union leadership?** You can become a job steward, join a committee, or run for a leadership position within the union.





**WE ARE  
SEIU  
LOCAL 1000**





# WE ARE STRONGER TOGETHER!

*Congratulations on your union job! Welcome to the Local 1000 family!*

**ANY QUESTIONS?**  
**CALL THE MEMBER RESOURCE CENTER**  
**866-471-SEIU**  
**OPEN M-F, 7AM-7PM**

Local 1000 has a wide array of professional departmental services available to you including, but not limited to:

- Research
- Accounting
- Political
- Legal
- Organizing
- Legislative
- Contract
- Member Resource Center
- Information Technology
- Communications
- Union Resources Center
- Apprenticeships

**REMEMBER:** paying members receive priority access to additional support and services!

For more questions about resources, visit: [seiu1000.org/resourcecenter](https://seiu1000.org/resourcecenter)

## WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my Union Representative be present at this time."

## KEEPING UP WITH UNION NEWS MAKES US ALL STRONGER.

**Find Information:** Visit [seiu1000.org](https://seiu1000.org) and follow us on social media for the latest updates.

**Know Your Rights:** Use our mobile-friendly tool to easily search and understand your contract.



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