



To our 4Cs co-workers,

We are proud to announce that after years of hard work, we have finally reached a tentative agreement on our first union contract! This would not have been possible without the ongoing support and unity of all frontline staff at 4Cs. This is a victory that we all share together.

We join hundreds of our fellow SEIU 521 members who recently won new contracts in places like San Mateo County and Sacred Heart Community Service, whose victories you can read about on the reverse side of this flyer. As a member-led, democratic union where all members have a voice, those workers came together as a whole after reaching their tentative agreements and voted to accept or reject them. ***Now, it's our turn!***

All current and future members of SEIU 521 are invited to join us for a discussion and Q & A about our tentative agreement, followed by a secret ballot vote on whether to accept it. **Our entire bargaining team is enthusiastically recommending a YES vote to ratify our deal.**

Please come and join us to continue to build on our successes and in the new year.

**Your union bargaining team and 4Cs co-workers,
Puthea Chea, Virgilio Gonzalez and Fred Brion**

(Also shown in the photo: Thuy Pham, Bargaining Team Member during most of the negotiations)

**Thursday, January 3, 2019, at 5:00 p.m.
SEIU 521 (2302 Zanker Rd., San Jose, CA 95131)**

5:00 p.m.: Refreshments are served. A full summary of the tentative agreement and copies of the signed articles will be available for review for each person.

5:30 p.m.: We'll discuss voting details and procedures. Your union negotiating team will then describe the highlights of the agreement, and answer any questions you have.

6:15 p.m.: Voting will begin by at least this time. Discussion may continue, if necessary.

7:30 p.m.: Voting will end, and we'll prepare to count the votes. All members are welcome and invited to stay for the counting and hear the results!

WORKING PEOPLE ARE WINNING AS SEIU 521 MEMBERS

Sacred Heart Community Service workers win first contract!

In March of 2018, workers at Sacred Heart Community Service voted almost unanimously to form their union and join SEIU 521. And after months of negotiations with management, we ratified our first-ever union contract in November!

The organizing drive at Sacred Heart and the outpouring of support during the ratification vote are fantastic reminders of the power that we have when we stick together. It was solidarity and support from frontline staff at Sacred Heart that made it possible to win this first contract!



"I'm happy that we came together as a group. From personal experience, I think having the protection of our union is a bonus. Now, I feel like we're all moving in the same direction and have a voice. Try to work together!"

"Coming in to Sacred Heart, I was very surprised that there wasn't a clear process on how to lay-offs or discipline worked. I was expecting more support and direction when I was hired and am very glad we have our union moving forward. Keep communicating with each other and persevering!"

-Arely & Alejandra

It's a team effort to get to an agreement. Overall, I think it's great that we've accomplished this after all of the back and forth. Stick together, 4Cs workers!

-Sergio



It's not about "us against them" but about what we can do together. 4Cs workers keep going, stay together, and know that even when it doesn't seem like it will ever happen, it's possible. We've got your back if you ever need us!

-Adriana

Because of our solidarity, San Mateo County workers won their best contract in a decade

On December 12, San Mateo County members overwhelmingly voted yes on the tentative agreement that now goes to the Board of Supervisors for final approval. The contract is a reflection of power and unity at the bargaining table. San Mateo County members protected benefits and negotiated fair wages and better working conditions. Workers will get a cost-of-living adjustment (COLA) and raises that will help cope with the high cost of living and housing on the peninsula. New anti-bullying language has also been added to the contract to address ongoing issues.



"Our bargaining team worked tirelessly to negotiate a contract that is fair, meaningful, and addresses issues members have been facing in various departments throughout the county. And it would not have happened without our members. This is a true reflection of union power."

-Katherine, San Mateo County Bargaining Team Member