



Holiday Edition

Together WE RISE

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JOIN UP • RISE UP • WIN

JOIN UP: IN 2019, WE CAN WIN BIG FOR OUR CHILDREN AND PROVIDERS

Working families know firsthand the struggle of accessing quality child care. SEIU 521 Member Laura Hernandez, a Tulare County Child Support Specialist, faced the reality of many working parents as she was raising three children.

“Family Child Care Providers have it in their heart to care for our children,” said Laura, who frequently added dozens of miles to her regular work commute just to have access to quality child care.

“I always felt my children were very well cared for and safe in their hands, but there has to be additional incentives so child care providers can continue to do good work,” she said.

Whether you are a mother, a father, an aunt, an uncle, a grandmother or a grandfather, you often get to see the critical role that quality early care and education plays for a child that is ready for kindergarten and one that is not. What is not often as visible is the time, effort and hard work that Family Child Care Providers invest into raising our future.



The end of the year is a reminder that annually at least one million California children will go without the early care and education they deserve because of a broken and underfunded child care system. Welcoming 2019 is an opportunity to reflect on the benefits that providing quality early child care and education has, not only for children and families of California, but in building thriving communities where every family and child has the chance to succeed.

We need your support! Stand with our fellow SEIU 521 members in need of quality child care or who are Family Child Care Providers by signing our petition: www.seiu521.org/ccpetition



Find Holiday Gifts for Your Loved Ones

VISIT WWW.SEIU521.ORG/HAPPYHOLIDAYS AND CHECK OUT THE VARIETY OF UNION-MADE GIFTS.
#UNIONLABEL

RISE UP: DON'T BE SCROOGED BY THE FREEDOM FOUNDATION

SEIU 521 members know that our best shot at the life we want for ourselves and our families is to stand together. **Our union voice gives us the power to fight for better wages, secure retirement, and the vital services our communities depend on.**

Anti-worker organizations like the deceptively-named Freedom Foundation want to take that all away. These organizations are front groups for billionaires like the Koch Brothers, who want to further rig the economy for the wealthy. The Freedom Foundation's anti-worker agenda includes opposing raises for public workers, dismantling pensions, making us pay more for health insurance, and eliminating public-sector jobs altogether.

"Outsiders with no connection to our community are attempting to trick our members into weakening our union. In Bakersfield, we have seen the Freedom Foundation at work attempting to misinform our members. Don't fall for the Freedom Foundation's tricks and lies unless you are ready to give up your job security, union-negotiated pay raises and benefits."

-Jason Suchin
City of Bakersfield Streets Dept.
Chapter President

#RISEUP



These organizations are spending tens of millions of dollars to convince you to "give yourself a raise" by leaving our union. They pretend they want to educate you about choices, and that if you resign your membership, everything will stay exactly the same. But when members leave, it hurts our ability to protect our wages and benefits—and our ability to care for our loved ones.

Why do shadowy, out-of-state billionaires care if you're a union member? Because **strong unions like ours are the only thing that can stop their agenda.** They've already sent their agents to ambush members at work; you could be next.

Since *Janus*, our union has been growing. But Freedom Foundation agents, and the billionaires who pay them, want to change that. **This holiday season let's tell them we won't be tricked—we're sticking with our union.** Learn more or report suspicious Freedom Foundation activity at: www.seiu521.org/FightBack

WIN: SAN MATEO COUNTY WORKERS WIN BEST CONTRACT IN A DECADE



San Mateo County Bargaining Team

San Mateo County members overwhelmingly have 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 as well as 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. Finally, we won union presence at each bi-weekly new employee orientation.

"Our bargaining team worked tirelessly to negotiate a contract that is fair, meaningful, and addresses the 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 O'Malley
San Mateo County
Bargaining Team

THE HOLIDAY SEASON IS HERE! IT PAYS TO BE A MEMBER.

As an SEIU 521 member, you're eligible for many benefits, including exclusive discounts and handy coupons that could save you money during the holiday season.

EDUCATION | INSURANCE | DISCOUNTS | FINANCE | TRAVEL

WWW.SEIU521.ORG/BENEFITS

Let's not forget we are helping ourselves and our co-workers in negotiations at the bargaining table, as the power of the union is in our numbers.



SEIU Member Benefits