

Last year, nearly 400,000 voters petitioned lawmakers to support Initiative 1000, restoring fairness and opportunity to Washington's public employment, contracting, and education enrollment policies.

Our Legislature listened and passed I-1000, but special interests are paying to overturn this law. **So it's up to us to vote for fairness and equal opportunity. Vote to APPROVE I-1000 / Ref. 88.**



I-1000 ensures fairness and opportunity for ALL

I-1000 simply allows outreach and recruitment to veterans, women, minorities and others who are too often left behind in government hiring, contracting and education. **Under I-1000, quotas and preferential treatment remain prohibited.**

Improve opportunity for veterans and people of all abilities

I-1000 expands laws allowing consideration for military service and disabled veterans in government contracting and employment. This honors the sacrifice of those who have delayed entry into the workforce or starting a business, or return from their service injured or disabled.



Promote fairness for women and women-owned businesses

When women have opportunities to succeed, our economy and families do better. Sadly, women in Washington state still make only 80 cents for every dollar a man makes. This law helps us fight income inequality by giving women access to equal opportunities, helping close the wage gap.



End Washington's unusual ban on outreach and recruitment

Here in Washington, we believe everyone should be treated with fairness regardless of their background. But right now, Washington is one of just 8 states that prohibit public outreach to people who have historically been discriminated against. We need to approve I-1000 to ensure qualified women, veterans, and minorities get fair access to earn a living.



That's why YOUR UNION is urging you and your family to

APPROVE I-1000 / R 88

YOU DECIDE. Most importantly, send in your ballot and **VOTE by Tuesday, Nov. 5th!**

A message from the Washington State Labor Council, AFL-CIO — Learn more at wslc.org

