

## Bargaining Unit 1 Reclassification: First Meeting with CalHR Recap

SEIU Local 1000 has begun discussions with CalHR regarding the Generalist Classification Series Consolidation, a proposal that could consolidate over 40 job titles and impact 23,000 employees in Bargaining Unit 1 (BU1). During our first meet-and-confer session, we raised critical concerns around job security, pay impacts, and career growth. Our Chief Negotiator, Susan Rodriguez, made it clear that we will not settle for anything less than fair and equitable outcomes for all affected workers.

### Why This Matters:

Even if you're not in BU1, these discussions set an important precedent for how reclassification and consolidation could be handled across other bargaining units. As we continue

fighting for fairness, solidarity among all state workers is key to protecting wages, benefits, and career mobility.

### What's Next?

We're holding a virtual town hall on **Thursday, November 7th**, where BU1 members can provide feedback and learn more about this process. Your participation is crucial as we continue to fight for the best outcomes.

Stay informed by visiting [www.seiu1000.org/bu1reclassification](http://www.seiu1000.org/bu1reclassification). Not yet a member? **Now is the time to join** and help strengthen our union's voice in these critical negotiations.

Together, we are strongest!



### A message from President Anica Walls

Dear Local 1000 Members - I'm proud to highlight the progress we've made together. From fighting for fair reclassification to pushing for the full 4% raise our members deserve, we're proving what collective strength can achieve.

We've also had wins like recovering overdue payments for members—showing that when we unite, we succeed.

Your engagement is crucial. Every action—whether attending a town hall, signing a petition, or sharing our campaigns—ensures state workers are heard, respected, and fairly compensated.

Let's keep pushing for better wages, stronger benefits, and a brighter future.

In solidarity,  
Anica Walls



**BU 1 RECLASS INFO**



**JOIN NOW**

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# Respect Us, Protect Us, Pay Us the 4% We Deserve!

In 2023 contract negotiations, we fought hard to secure a 3% raise for our members, effective July 2025. But there's more at stake—if the state's budget is healthy, we can achieve the full 4% raise our members deserve. This campaign is about holding the state accountable to that commitment and ensuring state workers are recognized for their dedication.

## Why the 4% Matters:

That extra 1% may seem small, but it has a significant financial impact. It means more security and stability for the hard-working people who keep California running every day.

## Join the Fight:

We need everyone's participation to amplify our collective voice. You can help by signing the petition and

urging the state to deliver the 4% raise. Together, we can show our strength and demand the respect we've earned.

## Get Involved:

- Visit Our Campaign Page for more information and resources to get involved: <https://www.seiu1000.org/4percent/>
- Sign the Petition: Your signature shows your commitment to fair wages.
- Share the Message: Use our social media toolkit to spread the word and rally support.
- Show Your 4% Pride: Download stickers and add them to your social media or workspace to visibly support the campaign.

This campaign is about more than a raise—it's about standing together and ensuring the state honors its commitment to those who keep California strong. If you're not a member yet, now is the best time to join us and add your voice to the fight. Let's unite and make sure our voices are heard: Respect Us, Protect Us, Pay Us the 4% We Deserve!



# Don't Be Fooled: Protect Your Union Power This Halloween!

As Halloween approaches, you might see some spooky messages encouraging you to opt out of your union dues, promising "treats" like extra cash in your paycheck. But don't be tricked by these distractions—opting out weakens the very power that's won the wages, benefits, and protections we all rely on.

**Only 17% of U.S. workers have a pension. Union Members Secure Better Retirement Benefits!**

**Union Members Make \$8,996 More Annually**



## The Real Benefits of Union Membership

Did you know that union workers' wages are, on average, 12.9% higher than non-union workers? Union members also make \$8,996 more annually than their non-union counterparts. Beyond pay, union membership secures benefits like pensions—something only 17% of U.S. workers have access to. These wins don't happen by chance—they're the result of collective bargaining and union power.

## The Cost of Opting Out

Opting out might seem like a way to save a little extra money now, but the long-term cost is much higher. When fewer people support the union, our collective power diminishes. Without

union backing, wages stagnate, benefits erode, and job protections disappear. The financial security we enjoy today was hard-fought through strong membership and solidarity.

## We Win Together

The "treat" of union membership is real: better wages, stronger benefits, and secure pensions. So this Halloween, don't fall for the trick—stay with us and continue to fight for a better future.

## Have Questions?

If you've received messages about opting out or if you're unsure about what your dues support, reach out to us. We're here to help you understand the real value of your union. Visit [seiu1000.org](https://www.seiu1000.org) for more information and let's keep our union strong!



# Union Secures Big Wins for Our Members: Standing Together Pays Off

At SEIU Local 1000, our mission is simple: we fight for you. And recently, we helped two of our members recover the money they were owed after facing frustrating delays. These cases highlight the power of having a union that's always ready to take action.

## Case 1: Recovering Owed Wages After Two Years of Waiting

One of our members was owed a substantial amount—\$10,000—for more than two years. Despite trying to resolve it themselves by going through their department and even threatening to file a grievance, they hit a dead end. That's when they turned to SEIU Local 1000 for help.

Our union representative immediately stepped in, contacted the appropriate offices, and got results. Within a short time, we recovered \$7,000 (pre-tax), with the remaining \$3,000 expected soon. This win shows exactly why having a union behind you matters—

when you need help, we don't stop until the issue is resolved.

## Case 2: Speedy Recovery of Delayed Benefits

Another member faced a delay in receiving their Supplemental Sick and Salary Benefits (SSSB) after applying back in June. Without payments for months, they found themselves in financial distress. After several unsuccessful attempts to get answers, they reached out to SEIU Local 1000 for assistance.

We immediately reached out to the Employment Development Department (EDD), explaining the urgency of the situation. Within days, the member received nearly \$2,000 in owed payments—without even needing to file a formal grievance. This quick resolution shows how effective union action can be when you need support the most.

These stories are a reminder of the real value of union membership. If you're facing delayed payments, unfair treatment, or workplace issues, you don't have to go through it alone. SEIU Local 1000 is here to fight for your rights and ensure that you get what you're owed.

We've got your back. If you need support, reach out to your union representative or contact our Member Resource Center at 866.471.7348.



**TOGETHER, WE'RE  
STRONGER—AND  
TOGETHER, WE WIN**



# UNION INFORMATION

## Resource Center

Monday-Friday  
7 a.m. to 7 p.m.  
866.471.SEIU (7348)

## Website

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

## Connect with Local 1000

### Facebook

[facebook.com/seiu1000](https://facebook.com/seiu1000)

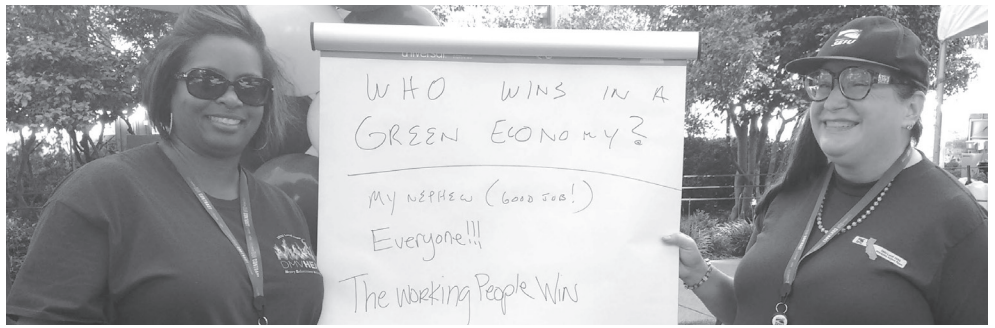
### Instagram

[instagram.com/seiu1000](https://instagram.com/seiu1000)

### TikTok

[tiktok.com/@seiu.1000](https://tiktok.com/@seiu.1000)

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[SEIU1000.ORG/NEWS](http://SEIU1000.ORG/NEWS)



## Protect Workers from Extreme Heat – Join Our November 20 Forum

Heat-related illnesses are preventable, yet thousands of workers suffer every year, with some cases tragically ending in death. Climate change is intensifying extreme heat, and this is projected to impact more people than all other climate issues combined. With heat becoming a growing workplace hazard, the new proposed OSHA rules aim to protect over 36 million indoor and outdoor workers by requiring employers to provide water, shade, rest breaks, and heat illness training.

**Big industry is fighting these protections**, and that's where we need your voice. SEIU Local 1000's Environmental Committee, in partnership with SEIU International's Climate, Jobs, and Justice Coalition, is leading efforts to ensure these rules are finalized. Many SEIU 1000 members live and work in communities most affected by extreme heat, making this fight crucial for our members' safety.

The OSHA Heat Injury and Illness Prevention rule, introduced in July, will establish the first-ever national safety standard for excessive heat.

This includes providing paid rest breaks, drinking water, and training to detect signs of heat-related illness. Additionally, California's own proposed CALOSHA regulations are moving forward to mandate cooling areas and other precautions when indoor temperatures hit dangerous levels.

### Take Action Now:

- Join SEIU Local 1000's Environmental Committee for a virtual forum on November 20 at 6 PM to discuss these vital protections, the pending rules, and our next steps.
- We are also encouraging members to submit public comments in support of the proposed OSHA rule before the December 30 deadline. Your voice can make a difference in protecting the health and safety of millions of workers across the country.

RSVP for the forum by emailing your name and phone number to [RGuerrero@SEIU1000.org](mailto:RGuerrero@SEIU1000.org) or by calling the Member Resource Center at (866) 471-7348.

Together, we can strengthen our union's voice and secure better protections for workers.

