

## Our Fight Against the RTO Mandate



Governor Newsom's return-to-office (RTO) mandate isn't about improving services – it's a shortsighted decision that disregards what's best for workers and the state. We've proven that remote and hybrid work increase productivity, save taxpayers millions, and help recruit and retain talent. Yet, instead of building on these successes, the administration is pushing unnecessary commutes that disrupt workers' lives.

That's why we've taken legal action – because this mandate violates our collective bargaining rights under the Dills Act and disregards our contract. The state cannot impose changes without bargaining, and we are challenging this unlawful action.

Even the state's own budget reports contradict the need for this mandate. In 2022, California eliminated 767,000 square feet of office space, saving \$22.5 million per year due

to reduced in-office staffing. That same report projected that expanding telework could save the state \$85 million annually over three years. Additionally, a 2023 Government Accountability Office report found that telework expands the hiring pool and helps fill vacancies – something every state agency is struggling with. Read links to these reports on our website and stay updated on our latest efforts at [seiu1000.org/RTO](https://seiu1000.org/RTO).

And while we fight RTO, we're also fighting to secure our full 4% raise. State workers shouldn't be left in limbo – we need certainty about our pay. We won't back down until every state worker gets the full 4% we deserve. Visit [seiu1000.org/RTO](https://seiu1000.org/RTO) to take action and stay involved.

### This is Why Membership Matters

We win these fights because members stand together. The more of us who join, the stronger our voice. Together, we win!



**JOIN  
NOW!**

## MESSAGE — FROM THE — PRESIDENT

*A message from  
President Anica Walls*

Fellow State Workers,

We are in a fight for our future. Governor Newsom's forced return-to-office mandate threatens the progress we've made, and our hard-earned 4% raise is still at risk. SEIU Local 1000 is taking legal action to stop this reckless RTO policy and is holding lawmakers accountable to push for our full 4% pay increase this July.

We know that victories are possible when we stand together – whether it's protecting nurses from unfair reassignments, defending workers against unjust write-ups, or fighting back when management refuses to honor our contract. Stories in this issue show exactly why our union matters.

Our strength comes from our members – the more voices in this fight, the harder we are to ignore. Join us, stay engaged, and help us protect what we're fighting for.

In solidarity,  
Anica Walls  
President, SEIU Local 1000

## INSIDE THIS ISSUE

Unfair DMV Write-Ups • Victory at DSH Patton • Unjust Rejection • The Fight for Our 4% • zSystems Apprenticeship



# Protecting Our 4% Raise: Working Together for State Workers

The 4% general salary increase for state workers is scheduled for July 1, 2025, but it will ultimately depend on Governor Newsom’s budget decisions. What is guaranteed is a 3% raise, but we are fighting to secure the full 4% we deserve. With California’s financial outlook evolving, it’s more important than ever to stay engaged and advocate for our wages.

That’s why members of SEIU Local 1000 are meeting with legislators and budget officials to ensure that state workers remain a priority. We’re mobilizing,

sharing our stories, and making sure decision-makers understand the value of our work.

We know that fair wages are essential to recruiting and retaining a strong workforce, and we are committed to working together to ensure that the full 4% raise is protected.

We need every member’s voice in this fight. If you haven’t yet, sign the petition, spread the word, and stand with us—because a fair wage isn’t a favor, it’s a commitment that must be honored.



**GET INVOLVED AND STAY INFORMED:**  
**SEIU1000.ORG/4PERCENT**





# Fighting Back Against Unfair Write-Ups at DMV

When Joshua, a Motor Vehicle Representative at DMV Sacramento, repeatedly raised concerns about a coworker's habit of coughing and sneezing without covering her mouth, management ignored his complaints—even after he put them in writing. Despite his efforts to address a basic health and safety issue, nothing was done.

Frustrated by the lack of action, Joshua confronted the coworker, and instead of addressing the root problem, management wrote him up for being “disruptive.” Even though he had three years of spotless service with no prior write-ups, management failed to acknowledge their own inaction and instead blamed him. They even falsely

accused him of making inappropriate comments about bias in the workplace.

But Joshua had proof—a clear trail of emails documenting his repeated efforts to get management to act. With union support, we demanded a meeting to challenge the unfair write-up. Shortly after, management retracted the memo entirely, removing it from both his informal and official files.

Joshua's case is proof that without a union, state workers are left to fight these battles alone. Because he was a union member, he had representation, a strong contract, and the power to push back.

If you're not a member yet, **this is why you should join.** Management doesn't

always do the right thing—but when we stand together, we make sure they do. **Sign up today at [seiu1000.org/sign-up](http://seiu1000.org/sign-up)** and ensure you have the same protection when you need it.

**Joshua's case is proof that without a union, state workers are left to fight these battles alone. Because he was a union member, he had representation, a strong contract, and the power to push back.**

## Victory at DSH Patton: Protecting Nurses, Changing Policy

When Registered Nurses at DSH Patton were repeatedly floated into non-RN roles, we took action to enforce our contract and protect patient care. Seven grievances were filed after nurses were floated for non RN functions violating our Memorandum of Understanding (MOU).

Job Stewards and the Bargaining Unit 17 team documented violations and pushed back against management's disregard for contract protections. After months of pressure, DSH Patton **changed its policy**, now requiring:

- Clear documentation of floating decisions
- Justification for reassignments

- A commitment to voluntary floating for nurses

This sets a **statewide precedent** that prevents hospitals from arbitrarily reassigning RNs. If you're experiencing similar contract violations, reach out to your union steward or call **866-471-SEIU (7348)**. We will keep fighting to ensure every worker is treated fairly.

## Reinstated After Unjust Rejection

When Rachel, a Certified Nursing Assistant (CNA) at CHCF, was unfairly rejected on probation despite receiving satisfactory performance reviews, SEIU Local 1000 took action.

A Union Representative advocated for Rachel during her Skelly Hearing, presenting documentation that proved

her work met department expectations. Just one day later, the department **withdrew the rejection**, allowing Rachel to return to work.

This win reinforces the importance of **due process** and **union representation** in protecting members from wrongful terminations.

**IF YOU'RE FACING WORKPLACE ISSUES, DON'T DO IT ALONE—CONTACT YOUR UNION!**

# 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)

**Bluesky**  
[@seiu1000.bsky.social](https://@seiu1000.bsky.social)

FIND THE LATEST EDITIONS  
OF OUR NEWSLETTERS AT  
[SEIU1000.ORG/NEWS](http://SEIU1000.ORG/NEWS)



## Celebrating the 3rd Cohort of the zSystems Apprenticeship Program

The zSystems Apprenticeship Program celebrated a major milestone on February 26, 2025, as its third cohort of apprentices graduated after two years of dedicated training. Launched in 2023, this program combines classroom instruction with hands-on experience, equipping apprentices with specialized skills in enterprise computing and mainframe technology—an area of growing demand in state service.

The graduation ceremony featured remarks from Chief Deputy Director of CalHR, Monica Erickson, who recognized the twelve apprentices for their commitment to professional growth and public service. Managers from EDD, where most apprentices were stationed, shared how the graduates contributed to critical state projects, applying their training to real-world challenges.

When reflecting on the program, apprentice Alyssa Flores shared:

“This apprenticeship provided me with an opportunity to change my career path without hardship. I appreciate all of the hard work that the JAC put into the program, and I hope that more people are offered this opportunity.”

The Joint Apprenticeship Committee (JAC) – a partnership between SEIU Local 1000, CalHR, and American River College – continues to expand

career pathways for state workers.

Graduating apprentice Mario Acevedo Jimenez highlighted the impact of the program:

“The zSystems Apprenticeship Program has been an incredible experience for me. My EDD mentors and guide provided so much support and provided comprehensive on-the-job training and assignments that prepared me well for my current role. The instructors and courses at American River College helped me to develop additional skills and exposed me to new tools and techniques that I might not have encountered otherwise. This apprenticeship provides a great path to people who have the motivation and interest to take their career in a new direction but just haven’t had an opportunity to do so.”

As demand for specialized IT talent grows, apprenticeships like this are shaping the future of California’s workforce – offering state workers a real opportunity to advance their careers. Stay tuned for the next application period and take the next step toward a high-demand career in state service.

Visit [seiu1000.org/apprenticeship](http://seiu1000.org/apprenticeship) for more information.

