

PETITION AGAINST THE FOUR-DAY IN-OFFICE MANDATE FOR STATE EMPLOYEES

We, the undersigned employees of the State of California, hereby formally oppose the Executive Order N-22-25 requiring state workers to return to the office four days per week. We respectfully request that this mandate be reconsidered and request maximum flexibility. Over the past few years, we have consistently met performance expectations and provided critical support to the state of California — all while working under a flexible work structure and saving the state hundreds of millions of dollars. When it comes to business need, this mandate is essentially an antithesis, especially with federal funding at risk. Hundreds of millions of taxpayer's dollars, that we don't have right now, will be wasted trying to find and finance facilities and equipment to house us.

Key Reasons Why This Mandate Should Be Reconsidered:

1. Misaligned Cost Priorities

- Requiring four days in-office increases operational costs for the department (utilities, janitorial, supplies, HVAC, and infrastructure).
- The shift contradicts the state's budgetary goals to reduce spending on operational overhead.

2. Low morale, lower productivity

- The state has provided no data proving that in-office work improves performance.
- Most tasks are completed independently or virtually; collaboration does not require physical presence.
- We've demonstrated that work can be done efficiently and effectively from home.
- In-office work increases distractions and turnaround time on tasks.

3. Severe Recruitment & Retention Challenges

- The state struggles to hire and retain staff, especially when private-sector jobs offer more flexibility.
- Telework has helped recruit skilled professionals from farther locations, increasing the talent pool.
- Reducing telework will cause detrimental resignations and prompt early retirement.
- Long commutes and lack of flexibility will discourage qualified applicants from applying for state service.

4. Negative Environmental and Climate Impact

- Mandated commuting increases traffic and emissions, contradicting the state's environmental and climate goals.
- Flexible work structures support California's carbon reduction initiatives by minimizing unnecessary travel and reducing consumption.

Our Request:

We respectfully request that you stand with state employees and support the continuation of our flexible work structure. We urge you to support modern, flexible work structures that reduce unnecessary costs, attract and retain employees, support the state's environmental goals, and support employee productivity and morale.

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