



SEIU Local 1000

Side Letter Summary

Your SEIU Local 1000 Bargaining Team has reached agreement with the State on a new Side Letter to our current Memorandum of Understanding (MOU), effective July 1, 2023, through June 30, 2026. Like every other state employee union, we were called back to the table under difficult circumstances, with the State demanding employee compensation reductions to address California's budget deficit. At the same time, the State attempted to impose a four-day return-to-office (RTO) mandate on state workers.

Through tough negotiations and member action, SEIU Local 1000 pushed back and secured an agreement that protects our raises, pauses the RTO mandate, and limits the impact on workers. While this agreement addresses immediate budget challenges, our fight for fair pay, workplace rights, and flexible telework continues.

TERMS

- The side letter agreement is effective now and remains operative through June 30, 2027.
- SEIU Local 1000 retains the ability to return to full contract bargaining in 2026.



JOIN NOW!

SUMMARY OF AGREEMENT

3% General Salary Increase (GSI)

- 3% General Salary Increase (GSI) effective July 1, 2025, as negotiated in our 2023 contract. Applies to all classifications and units in SEIU Local 1000.
- Additional 3% GSI locked in for July 1, 2026—but deferred to July 1, 2027—protecting members' future economic security, with the increase applied to pensions and overtime.



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Return to Office (RTO) Pause

- The Governor's RTO order is paused through July 1, 2026.
- Departments must revert to telework agreements in place before March 2, 2025.
- New RTO or telework policy changes are blocked for 90 days effective June 30, 2025.
- Departmental RTO notices and policies issued after March 3, 2025, are rescinded.
- No earlier than March 1, 2026, the State and Union will meet and confer regarding possible reinstitution of the RTO order.
- SEIU Local 1000 will withdraw all unfair practice charges, grievances, and legal claims related to telework and RTO policies.

Other Post-Retirement Employee Benefits (OPEB)

- Beginning August 1, 2025, member and employer contributions for retiree health care costs (OPEB) will be suspended for two years, through June 30, 2027.
- For those who contribute to OPEB, this provides an immediate 3% increase in take-home pay starting with the September 2025 paycheck, helping offset the impact of PLP.

Personal Leave Program (PLP)

- From July 1, 2025, through June 30, 2027, a 3% PLP will be in place.
- Reduces take-home pay by 3% but provides five hours of Personal Leave per month, which can be used like vacation or annual leave and is eligible for cash-out upon separation.
- PLP 2025 hours never expire.
- Employees retain full health, vision, dental, and retirement benefits.
- PLP 2025 does not affect salary ranges, seniority, merit salary adjustments, retirement calculations, or state service credit.
- Part-time, intermittent, and academic calendar employees will accrue PLP 2025 on a prorated basis.



BECOME A MEMBER





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Vacation and Annual Leave Cap Increase

- Effective July 1, 2025, the vacation and annual leave cap will increase from 640 hours to 760 hours, remaining in place through June 30, 2027.
- This provides greater flexibility for employees to manage their leave while the PLP is in effect.

Furlough Protection

- The State is prohibited from implementing furloughs or additional PLP programs during the term of this agreement.
- Economic terms of the 2023-2026 contract remain unchanged, except as modified by this agreement.

Bargaining Power Retained

- SEIU Local 1000 retains the power to return to full contract negotiations in 2026.
- This means we can fight for further raises, improved benefits, expanded telework protections, and other critical workplace rights.

Dispute Resolution

- This agreement is subject to the grievance and arbitration process outlined in the MOU.

This agreement protects the hard-earned pay increases we fought for, pauses the RTO mandate, boosts take-home pay by suspending OPEB contributions, and limits the impact of the state's budget crisis on workers. At the same time, it preserves our ability to go back to the table and continue fighting for state workers in 2026.



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



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Frequently Asked Questions (FAQ)

1. Are we really getting a 3% raise if there's also a 3% PLP deduction?

Yes. Your base salary will increase by 3% in July 2025. A 3% PLP deduction will apply, but you'll receive five hours of Personal Leave each month in exchange. In August 2025, OPEB (retiree healthcare) contributions are suspended, effectively adding 3% back to your take-home pay. The raise also increases your pension, overtime rates, and other pay-related benefits. Some classifications like seasonal, temporary, and permanent intermittent employees may be impacted differently.

2. What will my net pay look like?

For most members, take-home pay will increase by +3% once all changes take effect. Here's the breakdown:

- + 3% base salary increase starting July 2025
- - 3% PLP deduction, with five hours of Personal Leave each month in return
- + 3% increase in take-home pay starting August 2025, when OPEB contributions are suspended

Note: Some employees, like permanent intermittent, seasonal, or temporary workers, may see a different impact based on their classification based on eligibility for PLP or OPEB. Please refer to the full [side letter](#) for details.

3. My department is still requiring me to come into the office even after this agreement. Is that allowed? What can I do?

If your department is requiring you to report to the office and you believe it violates the side letter or your telework agreement, please contact the SEIU Local 1000 Member Resource Center (MRC) for guidance and support: 866.471.7348. Our team can help you understand your rights and next steps.

4. Will we have to fight RTO all over again after the 90-day pause?

We may have to fight department-level RTO changes after the 90-day pause, but with this agreement, the Governor's 4-day statewide RTO mandate is delayed until at least July 1, 2026. That gives us more time, more bargaining power, and more opportunity to defend flexible telework. We stopped the one-size-fits-all mandate for now — and we'll keep organizing to protect telework permanently.

5. Does suspending OPEB contributions affect my retirement?

If you currently contribute to OPEB (retiree healthcare), your contributions will be suspended from August 2025 through June 2027. This boosts your take-home pay but does not affect your retirement benefits.

6. How does PLP work for part-time and intermittent employees? Can we opt out?

For part-time, intermittent, and academic employees, PLP is applied on a prorated basis, as outlined in the side letter. Participation is not optional. Please review the full [side letter](#) for details.

7. Does PLP affect my seniority, retirement, or benefits?

No. PLP does not impact salary ranges, seniority, retirement calculations, state service credit, or eligibility for benefits like health, dental, or vision coverage.



Most state workers join the union because they know real change takes all of us. Become a member today and help us keep up the fight for better pay, fair treatment, and respect on the job.