

## We Won our 3% Raise and Paused RTO



When Governor Newsom and the State Legislature called unions back to the table to help address the state's budget shortfall, SEIU Local 1000 members sent a clear message: We will not let the state balance the budget on our backs!

Thanks to months of tough negotiations and member action, we reached a side letter agreement that protects our pay, defends telework, and lays the groundwork for future bargaining.

The agreement secures the 3% general salary increase (GSI) we negotiated in our 2023 contract. That raise takes effect on July 1, 2025, for all SEIU Local 1000-represented employees. We also locked in another 3% raise for July 2026—deferred to July 2027, giving our members added economic security for the future.

But this agreement isn't just about wages—it's about protecting the quality of life we've fought for. The Governor's Return-to-

Office (RTO) mandate is paused through July 1, 2026. Departments must return to the telework agreements that existed before March 2, 2025, and they're blocked from making new RTO policy changes for 90 days following the agreement. This is a huge step forward in our fight for flexible telework.

We also secured a two-year suspension of OPEB contributions starting in August 2025, meaning bigger paychecks to help offset the impact of the state's temporary PLP. Read the full side letter at [seiu1000.org/BudgetFight](https://seiu1000.org/BudgetFight).

And most importantly, we retained the right to bargain again in 2026. This fight isn't over—but together, we've proven that when we stand together, we win.

### This Win Proves That There's Power in Numbers

We didn't sit back while the State tried to take away our raise and force us back to the office. We stood together — and we won. But the fight isn't over.

Membership is how we stay strong, stay united, and keep winning.



**JOIN  
NOW!**

## MESSAGE — FROM THE — PRESIDENT

*A message from  
President Anica Walls*

Dear State Workers,

Our union is proving once again that when we stand together, we win. We protected the 3% raise we fought for, paused the Governor's return-to-office mandate for a full year, and kept the door open to bargain again in 2026.

But it doesn't stop there. We've been fighting — and winning — for members across the state. From restoring thousands in pay, to fixing wrongful denials of unemployment benefits, to making sure the State honors its promises, we are holding them accountable.



These victories don't happen by luck; they happen because members stand united and refuse to be ignored.

We've shown our strength, but there's more to do.

Together, we'll keep fighting for fair pay, workplace rights, and the respect every state worker deserves.

In solidarity,  
Anica Walls  
President, SEIU Local 1000

## INSIDE THIS ISSUE

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# A Fraudulent Claim Blocked Her Benefits — SEIU Local 1000 Fought Back and Won



Lisa, a Certified Nursing Assistant at the Department of Veterans Affairs, was shocked to learn that a fraudulent unemployment claim had been filed in her name back in 2021 — using her Social Security number and date of birth. The fraudulent claim interfered with her legitimate request for unemployment benefits, causing delays and frustration.

But Lisa wasn't alone. With her union representative by her side, an appeal was filed, and the fraudulent claim

was disputed before an Administrative Law Judge. The judge instructed Lisa to submit identification documents and a police report to the California Unemployment Insurance Appeals Board (CUIAB).

Even though Lisa submitted her ID documents in time, she faced roadblocks getting the LA Sheriff's Department to file an identity theft report. Once again, her union stepped in — pushing to secure the necessary paperwork and ensure it was submitted properly.

Within two weeks, the fraudulent claim was erased from Lisa's record and reported to the state's fraud division. Her appeal? Approved. Her unemployment benefits? Finally paid.

Thanks to SEIU Local 1000's support, Lisa is back on track. She's now planning to use her unemployment benefits payout to take computer classes — and maybe even pursue a license as a psychiatric technician.

We fight. We win. We've got Lisa's back — and yours.



## Thousands Back in Members' Pockets

When the State gets it wrong, SEIU Local 1000 fights to make it right. In recent months, our union has helped put thousands of dollars back where it belongs — in our members' pockets.

At CHCF, Erica, a Correctional Case Records Analyst, discovered she had been stuck in the wrong pay range for years — and never received her Merit Salary Adjustment (MSA) in 2022. With union support, a grievance was filed, and we demanded a full audit of her pay. The result? The department admitted their mistake, and Erica is now owed more than \$21,000 in back

pay. The process to recover those wages is underway, and our union will keep the pressure on until every dollar is paid.

Meanwhile at EDD, our member Justine was denied her MSAs for two years, and her state service credit was miscalculated — costing her thousands. But after months of union action, we got those MSAs reinstated. Her paycheck increased by nearly \$10,000 — money she was owed and fought to get back.

These aren't just numbers — they're proof of what happens when members

stand together and refuse to accept less than what they've earned. Facing issues at work? You don't have to deal with it alone. Call the Member Resource Center at 866.471.SEIU (7348).

We fight. We win. We put money back in members' pockets.

**Work issue?**  
You're not alone. Call  
our Member Resource  
Center for help at  
**866.471.SEIU (7348)**



# When the State Underpaid Oscar and Liam, Our Union Took Action and Won Big



Oscar and Liam, both Information Technology Associates at the DMV, were placed in the wrong salary range when they were hired. Despite holding full college degrees with an IT focus, they were appointed to Range A, instead of the higher-paying Range C

—which they clearly qualified for under the Alternate Range Criteria.

They knew it wasn't right — and when their initial Merit Issue Complaints were denied, they turned to SEIU Local 1000.

With union support, Oscar and Liam appealed to the State Personnel Board. The result? A huge win. Their appeal was granted, their salaries were corrected, and they both received back pay to make up for the state's mistake.

This is what happens when members know their rights — and take action with their union.

Think you've been misclassified or underpaid? Don't settle. Call the Member Resource Center at 866.471.SEIU (7348) and let's get to work.

## There's Strength in Numbers - We Need You!

Take the next step and unlock union membership benefits:

### Job Security:

Together, we can protect our positions with strong contract enforcement and representation.

### Legal Protection:

Access professional representation in discipline and investigations.

### Your Voice Matters:

Have a say and a vote in contract negotiations.



**JOIN NOW!**

## Standing Up for Fair Evaluations



When David, a CAL FIRE employee, received an evaluation filled with negative reviews and misleading comments, he knew something wasn't right — and so did his union.

With SEIU Local 1000's support, David submitted a formal rebuttal with documentation to set the record

straight. During an informal discussion with management, our union raised concerns about the inaccuracies in the evaluation and cited our contract protections.

The result? CAL FIRE agreed to amend the evaluation to reflect the correct information, as SEIU

Local 1000 demanded. Even more importantly, David was notified that his Merit Salary Adjustment (MSA), which had been impacted by the unfair evaluation, would be restored.

This win was achieved without even needing to file a grievance — proof that when members speak up and know their rights, we can hold management accountable.

If you're facing an unfair evaluation, don't face it alone. Contact your union.

**IF YOU'RE FACING  
WORKPLACE ISSUES,  
DON'T DO IT ALONE**

**CONTACT YOUR UNION!  
866.471.SEIU (7348)**

*Some names and details have been changed to protect the privacy of our members.*

# UNION INFORMATION

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

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

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## Ash Took a Leap — and Landed a Career in IT, Thanks to Apprenticeship and Union Support

Ash has had an interest in technology from a very young age. From helping family troubleshoot computers to getting their first taste of coding in a Gifted and Talented Education (GATE) program at school, they have always gravitated towards technology. So when the opportunity to join SEIU Local 1000's IT apprenticeship program came up, Ash didn't hesitate.

They applied, got in, and never looked back.

While working in the Workforce Services Branch at EDD, Ash saw how practical experience in IT makes all the difference — and how simply having a degree in IT often isn't enough. The apprenticeship program gave them the hands-on training they needed to turn passion into a career.

Even better? The program was fully remote, giving Ash the flexibility to

grow professionally while maintaining a healthy work-life balance.

“This program gave me the professional independence I was looking for,” Ash said. “I’m excited to come to work every day. I’m constantly learning and solving new problems.”

Throughout their journey, union stewards were there for Ash every step of the way — checking in, providing support, and making sure Ash had the time and tools to succeed.

Now Ash is thriving in a new role as an Information Technology Specialist I — a direct result of taking that first step into the apprenticeship program.

Thinking about applying? Don't wait. Visit [seiu1000.org/apprenticeship](http://seiu1000.org/apprenticeship) to learn more and start building your future.

