



SIDE LETTER VICTORY



Proof That When We Fight, We Win!

How We Got Here

- 2023** We ratified our 2023-2026 contract and received our 3% raise for 2023.
- 2024** We received a 3% raise for 2024. When the State tried to cut our telework stipend, we pushed back and won.
- 2025** The Governor issued a Return-to-Office (RTO) order that undermined the Dills Act and proposed cutting our raise in the May Revise. SEIU Local 1000 members fought back—we rallied, took action at worksites, lobbied lawmakers, attended hearings, built a union coalition, and filed a PERB charge and lawsuit. **That fight led to a victory:** A side letter agreement that protects our 3% raise and pauses RTO for a full year.

What We Secured

Salary Increases

- Protected our 3% raise (from 2023 contract), effective July 1, 2025
- Secured an additional 3% raise for 2026 (deferred to 2027)

Telework Protections

- Paused RTO mandate through July 1, 2026
- Departments must revert to telework agreements in place before March 2, 2025

OPEB Contributions

- Paused 3% OPEB contributions from Aug. 1, 2025 – June 30, 2027 (boosts take-home pay by 3%)

Future Bargaining

- Secured the right to bargain again in 2026

Personal Leave

- 3% PLP from July 1, 2025 – June 30, 2027 (provides 5 hours/month of leave; hours don't expire)
- Increased vacation/annual leave cap to 760 hours through June 30, 2027

No Furloughs or Additional PLPs

- Valid during this agreement period

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



We're stronger when more of us are union members. Most state workers join when they're hired. Join today and help us keep fighting!