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YOUR RAISE, TELEWORK, YOUR FUTURE. LET'S TALK ABOUT IT.



Welcome!

SEIU Local 1000 members worked very hard to achieve this agreement. Is this everything we wanted? Of course not! But we all should be proud of the fight that we gave the state. We made it very clear--- this is a new era for Local 1000. SEIU Local 1000 members have said enough is enough. We will not agree to any cuts without a real fight. So, let's talk about how we got here...

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HOW WE GOT HERE

2023

Ratified our '23-'26 Contract.

Received our 3% GSI for '23.

2024

Receive 3% GSI for '24.

State proposes cutting telework stipend. We fight back and win!



So how did we get here?

Let's do a quick refresher for folks that might not have been with the state couple years ago.

In 2023 we negotiated a 3-year contract. Included in the contract was our 3% GSI for '23.

And in 2024 we also received our 3% GSI for '24. However, in 2024, the State started to have some concerns about the budget and one of their budget solutions was to take away our telework stipend. We fought back and won!

Now let's fast forward to 2025....

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HOW WE GOT HERE

2025

Governor Announces RTO Executive Order that undermines the Dills Act.
Governor proposes in May Revise to defund our raise.
SEIU Local 1000 members fight back!



2025 was off to a rocky start when Newsom announced his unnecessary return to office Executive Order that undermined the Dills Act.

And as if that wasn't bad enough... Newsom proposed to cancel our negotiated 3% raise.

SEIU Local 1000 Members said enough was enough....



So we fought back...

We filed a PERB charge on RTO.

We organized rallies and worksite actions.

We lobbied the state legislature and shared our stories with them. We attended legislative hearings and gave public comment.

And we built a coalition with other state employee unions. We demonstrated to the state that we you can't divide us because we know that we are stronger together.

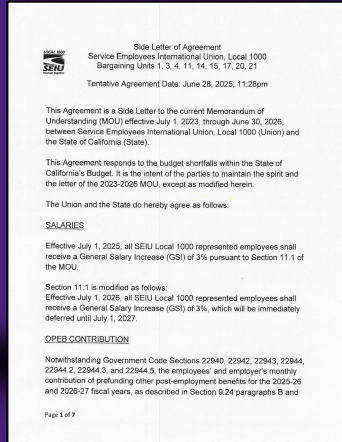
We didn't win everything we wanted but this is the first step in a long fight to win the raises that we deserve and long-term solution to telework...

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FULL SIDE LETTER

seiu1000.org/BudgetFight

seiu1000.org/RTO



If you want to read the full side letter, that letter is now available on our website at SEIU1000.org/BudgetFight or SEIU1000.org/RTO.

Now let's talk about some of the details of this agreement.

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PROTECTED OUR 3% RAISE (WE NEGOTIATED IN OUR 2023 CONTRACT)

Effective July 1, 2025

3% RAISE FOR 2026 (DEFERRED UNTIL 2027)



We successfully protected our 3% raise, that we negotiated in 2023. It went into effect on July 1st! Yay. You all will be seeing the difference in your Aug. warrant.

Also, we were able to secure a 3% raise for 2026. This raise is deferred until 2027 but it was important that we secured it now. I also want to point out that in 2026, we are still able to negotiate an additional raise for 2027.

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3% PERSONAL LEAVE PROGRAM (PLP), FROM JULY 1, 2025 TO JUNE 30, 2027

- Reduces take-home pay by 3% but provides five hours of Personal Leave per month
- PLP hours can be used just like vacation or annual leave
- PLP 2025 hours do not expire and can be cashed out when you leave state service



To meet the Administration's demand for cost savings, this agreement establishes PLP.

It reduces take home pay by 3% but gives employees five hours of Personal Leave per month, which can be used just like vacation or annual leave.

PLP 2025 hours do not expire and can be cashed out when you leave state service

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3% OPEB CONTRIBUTIONS WILL PAUSE FROM AUG. 1, 2025 THROUGH JUNE 30, 2027

Your take home pay will go up by 3%



Starting August 1, 2025, member contributions to future retiree health care costs will be suspended for two years.

This means your take home pay will go up by 3% starting with the September 2025 pay warrant and help offset the impact of PLP.

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WHAT THIS MEANS FOR YOUR PAY

+ 3% GSI

- 3% PLP

+ 3% OPEB Suspension

Net Impact : +3% Take-Home Pay



So what does this mean for your pay?

With the GSI your pay will go up 3%. The PLP will reduce your take home pay by 3% but the suspension of OPEB employee contributions will go up 3%.

This creates a net impact of a 3% Take-Home Pay Increase. Protecting a 3% raise for our members one of our main priorities and we are proud that we achieved that.

We know some employees, like seasonal or intermittent workers, may be impacted differently. So, if you have questions about how this affects you specifically, call our Member Resource Center (MRC) at 866.471.SEIU (7348).

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RETURN-TO-OFFICE (RTO) ORDER PAUSED THROUGH JULY 1, 2026

Departments must revert to telework
agreements in place before March 2, 2025



Another priority for our union was fighting back on the Gov's RTO Executive Order.

Governor Newsom's return-to-office (RTO) mandate disregarded 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. This is why SEIU is committed to fighting back on this executive order.

We are happy to share that we secured a one year pause on the Return to Office order effective immediately through July 1st 2026.

This means that departments must revert to all telework policies and agreements in place prior to March 2.

This is huge step in our long-term fight to win a reasonable, equitable and permanent telework policy.

Additional Talking Points, if helpful:

As part of this agreement we have agreed to withdraw our legal actions regarding to the Governor's RTO Executive Order.

This doesn't mean that we have forfeited our legal rights to fight on return to office. This is specific to just the Gov's Executive Order.

Local 1000 will continue to pursue all of our options until we win a permanent solution.

For those of you impacted, here are the next steps. How the rollback of this mandate is implemented may vary by department or team. So, we recommend that you talk to your supervisor or HR to confirm what this means for your situation.

If you feel that your department is not abiding with the side letter agreement, reach out to the Member Resource Center.

Note: CHP was not included in this agreement. While we advocated for their inclusion, the state held firm on excluding them.

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VACATION AND ANNUAL LEAVE CAP INCREASED TO 760 HOURS

The current 640-hour leave cap will
increase until June 30, 2027

NO FURLOUGHS OR ADDITIONAL PLPS DURING THIS AGREEMENT!



With the additional accrual of PLP hours, it was important that we increased our vacation and annual leave cap.

We went from a 640-hour cap to a 760-hour cap. This gives our members more flexibility to decide if they want to use or banks their time.

Also, we secured language that there will be no furloughs or additional PLPs during this agreement.

WE RETAIN THE POWER TO BARGAIN AGAIN IN 2026!



And lastly, but most importantly-- this side letter agreement confirms that we retain the right to bargaining gain 2026!!!



This agreement was a great step in the right direction but there is still much more to accomplish!

And so this fight continues! But it's going to take everyone getting involved. Here are the 3 things we need to focus on before we are at the table in 2026.

1. Building Strong Member
2. Strengthening Our Political Power
3. And recruiting leaders at every worksite

So let's briefly go over each....

BUILD STRONG MEMBERSHIP

BECOME A UNION MEMBER TODAY AND BE PART OF MAKING YOUR UNION STRONGER!



IT'S ALSO IMPORTANT THAT MEMBERS PARTICIPATE.



FUN FACT: THE STATE KNOWS MEMBERSHIP NUMBERS AND OUR MEMBERSHIP ENGAGEMENT.

Building Strong Membership is key because there is power in numbers.

Look at what we accomplished with our current power, now imagine if we had hundreds of more state workers standing with us. Membership is our power.

If you aren't a member, now is the time to join.

Just as important, as building our membership, is activating our members!

And here's something you may not know: the state sees our membership numbers. When more workers stand together, we negotiate from a position of strength.

Be part of that power.

You can use the QR code to get to our online membership application.

STRENGTHEN OUR POLITICAL POWER



WE GET TO ELECT A PRO-STATE WORKER GOVERNOR IN 2026.

COPE GIVES US THE RESOURCES TO ELECT PRO-STATE WORKERS CANDIDATES AND HOLD POLITICIANS ACCOUNTABLE.



FUN FACT: STATE EMPLOYEES GET TO ELECT THEIR OWN BOSS AKA THE GOVERNOR .

Our next priority is to Strengthen our Political Power.

We made real progress with the state legislature through the budget process but clearly there is still more work to be done on this front.

Our real opportunity in 2026 is to elect a Pro-State Worker Governor. It's important that state workers play a role deciding who gets to be our next Governor. If you are a member, Save the Date: We will host a Governor's Forum of on Aug. 16th. We will host this from Sacramento with satellite offices joining us virtually. More details to come!!! But we want that room packed with a sea of purple so these candidates know that L1000 is a political powerhouse.

And here's your fun fact: You can elect your boss. Yes, the Governor is your boss! And your vote helps decide who gets the job.

To make that happen, we need resources. If you're a member, now's a great time to start contributing to COPE, our voluntary political fund that helps elect pro-state worker candidates.

You can use the QR to get to our online COPE card.

LEADERS AT EVERY WORKSITE

LEADERS HAVE A CRITICAL ROLE:

- UPDATE COWORKERS WITH URGENT INFORMATION
- ORGANIZE WORKSITE ACTIONS
- ENSURE THE STATE IS RESPECTING OUR CONTRACT



FUN FACT: THERE ARE ALMOST 2,000 WORKSITES!

And lastly, we need leaders at every single work site.

Leaders play a critical role in:

- Updating coworkers with urgent information
- Organizing worksite actions
- and Ensuring the state is respecting our contract

Here's a surprising stat: The state of California has nearly 2,000 worksites. As we get closer to contract negotiations, we'll need a Contract Action Team (CAT) member at every single one to build the power we need to win.

If you're ready to step up, or know someone who is, let us know. We'll support you every step of the way.