

## Our Victories and the Road Ahead

Our collective action turned a tough bargaining fight into a win for every member. From maintaining our 3% raise to extending telework, members are seeing real results. And just as importantly, the State is seeing that when SEIU Local 1000 members unite, we can't be ignored.

As Joshua Zelman, an Associate Governmental Program Analyst, put it:

"The fact that we secured a net 3% raise and delayed RTO is a huge win. With the economy looking rough, we could have ended up with nothing — but our bargaining team pulled off a fantastic result. We deserve more, but this shows what we can achieve when we stand together."



And the timing couldn't be more important. In 2026, we head back to the bargaining table to negotiate our next full contract. The fights ahead — for fair pay, telework, and respect on the job — will be even tougher. But our Side Letter victories showed what's possible when members are active, united, and ready to push back.

Membership is how we keep that strength. The more of us who stand together, the more leverage we'll have to win in 2026.



## MESSAGE — FROM THE — PRESIDENT

*A message from  
President Anica Walls*

Dear State Workers,

This fall, our union continues to show what we can achieve when we stand together. From defending workplace rights to pushing back against bad management, we're making sure members across the state are protected and heard.

Membership has never been more important. Standing together gives us the power to hold management accountable, defend members from bad bosses, and ensure your rights are respected on the job.

Every win we achieve—every pay correction, every workplace improvement—is the result of members refusing to be ignored. Together, we'll keep building a union that fights for fair pay, respect, and a workplace where everyone can thrive.



In solidarity,  
**Anica Walls**  
President, SEIU  
Local 1000

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# Securing Long-Overdue GEO Pay

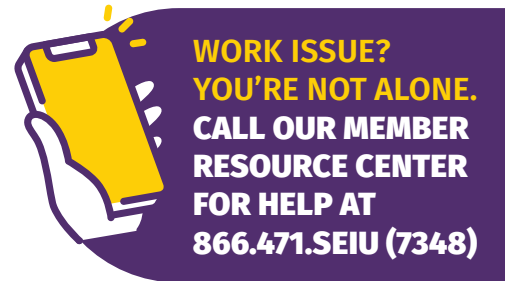
Gi Shin, an Associate Governmental Program Analyst at the Department of Transportation, discovered that she had not been receiving the correct Geographic Pay Differential (GEO) despite being eligible. After reaching out to payroll and investigating the issue, it became clear that her GEO pay had been overlooked for months—and back pay had not been processed.

With support from SEIU Local 1000, Gi Shin filed a grievance to secure the payments she was owed. Thanks to the union's advocacy, she received GEO

pay for the period from April 2024 to March 2025, and arrangements were made to continue these payments moving forward.

Even more importantly, the union successfully argued for retroactive GEO pay going back to May 2021. On August 28, 2025, CalHR issued a response granting GEO back pay through September 2021. The Department of Transportation is now responsible for ensuring the adjustments are submitted to the State Controller's Office for processing.

This victory is another example of what happens when members stand together and know their rights. When the State falls short, SEIU Local 1000 steps in—and wins.



## Are You a Member?



Membership is more important than ever. In 2026, we're facing an uphill battle against Return-to-Office mandates, unfair budget cuts, and the fight for fair raises. Politicians pay attention when they know thousands of members are united behind us. When we speak with one voice, we have the power to push back and win.

Britton Sarmento, SEIU Member, put it simply:



"If all of us come together and say, hey, we see this problem and we'd like to address it, then we can actually make movement.

Unfortunately, we're often dealing with folks who aren't receptive to what we have to say. Having an actual structure in place—our union—means we can take action whether that's legally or through conversations at the table. Having the union in place allows us to do that."

Being a member also means having a say in how our union is run. Only members vote to approve contracts, elect union leadership, and decide how dues are spent. Our bargaining team is **100% elected members**—people who understand the challenges of state work because they live them every day. Our contract protects everyone—but only members get a voice, a vote, and the chance to shape the future of our union.

Membership means power in your workplace, power at the Capitol, and power for your family's future. Don't wait—join today.



**JOIN  
NOW!**

### Member Perks & Savings

And membership isn't just about power at work—it also stretches your paycheck. Local 1000 members enjoy access to exclusive discounts that can save their families hundreds of dollars each year:

- Theme parks like Disneyland & Universal Studios
- Affordable car rentals, hotels, cruises, and airfare
- Deals on cell phones, computers, and gift cards
- Value-priced movie and event tickets
- Group rates on insurance (home, auto, pet, life)
- Members-only legal and financial services

To learn more about the benefits of being a Local 1000 member, visit: [calcsea.org/benefits](http://calcsea.org/benefits).

# First Cohort: DGS Custodians to Office Administrators!



SEIU Local 1000, in partnership with the Department of General Services and Bakersfield College, is proud to announce the graduation for the first cohort of apprentices of the DGS and SEIU Local 1000 Custodian to Office Administration Apprenticeship Program! The first cohort of graduates consisted of thirteen DGS Custodians who registered in August 2023. After two years of hard work, these apprentices are now equipped with the skills and knowledge needed to begin their new civil service careers as administrative professionals in classifications such as Office Technicians, Personnel Specialists, and Staff Services Analysts. Remarks and recognitions of achievement were offered from the leadership of the respective stakeholders, including our own President Anica Walls and BU 15 Chair Eric Murray. Eric Murray

remarked, "Upward mobility has always been a core union value, and for Bargaining Unit 15, it's been a top priority. Too often, our members feel stuck, with limited options for growth. This program changes that. It opens doors. It proves that when we invest in our people, we invest in the future of state service." This program is a first of its kind for Custodians and directly addresses those issues.

The graduation of this cohort represents years of effort in the making and a long overdue opportunity for our Custodians who aim to promote into clerical, administrative, and analytical roles. This apprenticeship comes at no cost to apprentices and allows them to grow their skills without any loss of income. Apprentices received certificates of completion from SEIU Local 1000, DGS, and Bakersfield

College in addition to their official graduation certificates provided by DAS.

This program is a demonstration of SEIU Local 1000's continued commitment to upward mobility and providing our members with the opportunity to earn a living wage. The Custodian to Office Administration Apprenticeship Program marks the tenth program in SEIU Local 1000's portfolio of career development opportunities. To date we have had the privilege of supporting over 150 apprenticeship graduates, and we look forward to continuing to provide growth opportunities to our members in the future.

Learn more about our apprenticeship programs here: [seiu1000.org/apprenticeship/](https://seiu1000.org/apprenticeship/)

# UNION INFORMATION

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

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## When Management Crosses the Line, Our Union Pushes Back



When Department of Rehabilitation (DOR) employee Billy Bowens received a negative Performance Appraisal that referenced a Letter of Instruction (LOI), he knew something wasn't right. With SEIU Local 1000 by his side, Billy pushed back.

Management had ignored Billy's rebuttal and even tried to block our union representative from presenting concerns during the informal discussion. The grievance process dragged on through multiple levels, with the department withdrawing proposals, issuing denials, and stalling with extensions. But our union didn't back down.

After months of pressure, CalHR finally acknowledged that management's actions were "inappropriate" and violated our contract. The results? The LOI will be permanently removed from his file, the appraisal will be corrected to reflect "meets expectations," and the department reaffirmed its obligation to prevent discrimination and harassment.

This victory is more than just paperwork—it protects a member's reputation, future opportunities, and workplace rights. And it shows, once again, that when the State tries to undermine fair treatment, SEIU Local 1000 fights back—and wins.

"I received an inaccurate Performance Appraisal and an LOI from Riverside Department of Rehabilitation upper management. In 2025 it's a shame we must continue to fight to be treated with dignity and equality. This has been going on for nine months, and this is one of the most traumatic times I have ever experienced in my life. Trying to do my regular job while dealing with upper management discriminating against me for standing up for myself and calling our union. I just want to thank my union rep, Jeannette Payne. She really took control of the situation in such a professional way, and that gave me peace of mind. I stood firm and refused "to be judged by the color of my skin, but by the content of my character." -Billy Bowens



**WORKPLACE ISSUE? DON'T FACE IT ALONE.**  
**CALL THE MEMBER RESOURCE CENTER AT**  
**866.471.SEIU (7348).**