

The 2026 Contract Fight Starts Now

In 2025, state workers were tested. We faced budget pressure, attacks on collective bargaining, and decisions that threatened the stability of our workplaces. But we also showed something powerful: fighting for what we deserve is how we build power.

Our contract is the agreement between the State of California and SEIU Local 1000 that determines our pay, benefits, and workplace rights. In short, it shapes how we are treated on the job and the future we build as public workers. What we win doesn't just affect the next year; it sets the direction for years to come.

That's why this moment matters. The actions members took last year protected critical gains and sent a clear



message to the state: state workers are organized, engaged, and ready to fight for fairness and respect. Those wins didn't happen by chance, they happened because members showed up, spoke out, and stood shoulder to shoulder.

Winning the strongest contract possible will take every one of us stepping up. Members have until the end of January to complete the bargaining survey—your chance to tell us what matters most to you so we know exactly what to fight for at the bargaining table. **Organizing Townhalls across the state** will bring coworkers together to build unity, share strategies, and prepare for the fight ahead. Members can also step into leadership roles in their workplaces, helping keep coworkers informed and engaged. And by

sharing our stories, we uplift the real experiences of state workers and show why our contract matters—not just to us, but to the millions of Californians who rely on our work.

This contract will define more than wages or benefits. It will shape our working lives, our families' futures, and the services we provide for years ahead. United, informed, and ready to fight, we are building the strength we need to win—and we are just getting started.

Get the latest updates and ways to get involved at seiu1000.org/2026contract.

“As you can see in our current governmental space, without our voices, we won't achieve anything. Everyone's opinion matters, and going into bargaining, it's important to know that you have a voice—



and you should use it. Don't let it be muffled.”
– CJ Knotts



**JOIN
NOW!**

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MESSAGE — FROM THE — PRESIDENT

A message from
President Anica Walls

Dear State Workers,

Our union is made up of state workers, for state workers. Every benefit we have, every protection we rely on, and every improvement we've won exists because members came together and demanded better. That's why every voice matters. When members speak up, stay engaged, and stand together, we decide what our union fights for and how strong we are at the table.

Throughout this newsletter, you'll see members pushing back against bad bosses, correcting pay and workplace issues, and creating real pathways to opportunity through apprenticeship programs. These victories are the result of members refusing to accept the status quo and insisting on holding the State accountable.

Looking ahead to our 2026 contract, we know what's possible when we build power together. This contract agreement will shape our pay, our working conditions, and our quality of life for years to come. By staying involved, participating, and standing up together, we put ourselves in the strongest position to win big and protect what we've fought so hard to secure. Our future depends on what we do now, and together, we are ready for the fight



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

Member Wins Retroactive Pay

SEIU Local 1000 helped member Cheri Lin, also known as Ping Ping Lin, secure a major victory in her career. After realizing the value of union representation, she worked with the union to address a long-standing issue with her Merit Salary Adjustment (MSA) and salary classification.

Ping Ping had been in the wrong salary range for years despite consistently meeting performance standards. With union support, her MSA was restored retroactively from 2020 to 2024, and her classification was corrected—giving her three years of credit at the proper range. This adjustment not only increased her pay but also opened the door to future career opportunities, including eligibility for a higher-level classification exam.

This win highlights the power of union advocacy. When members stand

together and use the resources of their union, pay corrections, career growth, and fairness in the workplace become possible.

If you have questions about your pay, classification, or workplace rights, call the Member Resource Center at 866.471.SEIU (7348)—we are here to fight for you.



Critical Emergency Equipment Now in Place

The SEIU Local 1000 Stewards at CDCR—Los Angeles County are proud to celebrate a major victory for the health and safety of our nursing staff and the patients they care for.

After a long fight to address serious safety code violations, including faulty emergency equipment that had caused injuries, we have secured significant improvements. A brand-new emergency vehicle has been installed, complete with a hydraulic lift and fully updated emergency equipment.

This win is more than just new equipment. It shows the power of standing together and demanding safe

working conditions. The upgrades will protect our nurses and ensure patients receive timely, safe, and effective care when emergencies arise.

We want to recognize the courage and commitment of every nurse, steward, and member who contributed to this effort. Your voice, persistence, and willingness to speak up made this achievement possible.

This victory proves that when we work together, we can create meaningful change. It is a win for nurses, a win for patients, and a win for the entire Los Angeles County community.

Bad Boss Defeated: A Union Win in Richmond

For years, Brenden Garcia, a Staff Services Coordinator at the Department of Rehabilitation in Richmond, endured constant harassment and intimidation from a manager whose favoritism and mismanagement created a toxic workplace. Like many of his coworkers, Brenden saw how fear of retaliation kept people silent, even as conditions continued to worsen.

With support from SEIU Local 1000, Brenden decided it was time to stand up. Together with his union

steward, members began documenting concerns, speaking with coworkers, and raising long-standing issues through the proper channels. What started as quiet frustration grew into collective action, backed by our union and amplified by member voices.

As pressure mounted, upper management took notice. A senior manager stepped in, listened directly to employees, and quickly recognized the damage being done to the department and its staff. After months of persistence and coordinated effort,

the situation reached a turning point. The manager responsible for years of harm was removed from her position, bringing immediate relief to the worksite.

This victory is a powerful reminder of what happens when workers refuse to accept mistreatment and stand together. Because of union action, the work lives of many SEIU Local 1000 members are now safer, healthier, and more respectful. When members speak up and our union has their back., bad bosses can be held accountable.

Graduation of Cohort 1 Licensed Vocation Nurse to Registered Nurse Apprentices from Bakersfield College

On the evening of December 11, 2025, Bakersfield College celebrated the pinning of nursing graduates from the Fall 2025 cohort. Among the graduates were four of our apprentices: Megan Baligad, Tiffany Contreras, and Annie Gaeta of Wasco State Prison; and Roxanna Gutierrez of Pleasant Valley State Prison. These apprentices began their educational journey in October 2024 and exemplified the hard work, determination, and dedication required to successfully complete the program.

Over the last 14 months, each apprentice faced significant challenges head-on, from long commutes and little sleep to time away from friends and family. Their perseverance and commitment carried them through every step of the program and into this well-earned milestone.

SEIU Local 1000 could not be more proud of our graduates, and we look forward to seeing how far they will go

for themselves, their families, and the communities they serve.



UNION INFORMATION

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

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MEMBER SPOTLIGHT:



Michael Garcia Peters – A True Hero in the Kitchen

When broken equipment threatened the safety and efficiency of the kitchen, one cook didn't just wait for change—he made it happen.

For months, staff had been submitting work orders for malfunctioning griddles and ovens, only to see little to no action from the department. Frustration grew, but hope arrived in the form of Michael Garcia Peters. Michael didn't just accept the status quo—he stepped up, spoke out, and sparked real change.

Recognizing the urgency of the situation, Michael took it upon himself to raise these concerns directly with the new acting warden. In a meeting that proved pivotal, he voiced the issues that had long gone ignored. Thanks to his initiative and collaboration with management, the results were nothing short of remarkable: 16 griddles and over 30 ovens were repaired, replaced, or restored to working order.

This wasn't just a win for the kitchen—it was a powerful example of what happens when cooks unite and a passionate leader steps forward. Michael's actions demonstrate the strength of collective voice and the importance of proactive stewardship. His courage and commitment remind us that real change is possible when we advocate for each other.

We are proud to celebrate Michael Garcia Peters, for his outstanding leadership and dedication. His example sets the tone for what we hope to see from our new stewards—active, engaged, and ready to make a difference.

**WORKPLACE ISSUE?
DON'T FACE IT ALONE.**

**CALL THE MEMBER
RESOURCE CENTER AT
866.471.SEIU (7348).**