

UNION UPDATE

APRIL-JUNE 2026

HOW WE WIN OUR STRONGEST CONTRACT EVER



2026 is a crucial year for state workers — this is the year we negotiate our Contract with the state. Our Contract sets our pay, benefits, telework, and workplace protections. What we win in this fight will shape our working conditions and our futures for years to come.

And the stakes could not be higher.

In preparation, members across the state stepped up and made their voices heard through our bargaining survey. Thousands weighed in and made it clear: as we fight for what we deserve, our priorities are **fair pay, secure retirement, affordable healthcare, and telework that works.**

But we didn't stop there.

In March, members showed up strong at statewide town halls to sharpen these priorities and map out the strategy we'll need to win. At the same time, our CAT leaders have been working across worksites — keeping members informed, organizing actions, and recruiting new members to strengthen our position.

Now we are entering the bargaining cycle — and this is where our collective strength matters most.

Winning a strong Contract won't happen because we ask politely. It will happen because we build undeniable power — staying organized, engaging coworkers, growing our membership, and taking collective action across regions. We refuse to accept less than what we deserve.

This is our moment. Stand with us. Together, we are fighting for what we deserve.

Learn more about how you can get involved in our 2026 Contract fight by visiting seiu1000.org/2026contract.



JOIN NOW!

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MESSAGE FROM THE PRESIDENT

Fellow State Workers,

We are in the fight for a strong 2026 Contract, and we are clear about what we're fighting for: fair pay, secure retirement, affordable healthcare, and telework that works. These priorities came directly from you. Our members have already done the work — completing surveys, showing up to town halls, and organizing at worksites across departments. Now we must stay strong, stay united, and not let the state shake our resolve. When we stand firm together, we build the power it takes to win.

And we are already seeing what that strength delivers. We've reversed improper overpayment collections, secured a \$9,500 out-of-class settlement, and protected a member's right to use sick leave when management tried to deny it. These victories show exactly why our union matters—and what's possible when we stand together.

Our power comes from our members. The stronger and more united we are, the more we win.



In solidarity,
Anica Walls,
President,
SEIU Local 1000

MAKE SUMMER COUNT— AND PROTECT WHAT YOU’VE EARNED

Summer is coming up, and as a Local 1000 member, you can take advantage of exclusive discounts at some of California’s top attractions, including Disneyland, LEGOLAND, Sunsplash, San Diego Zoo and Safari Park, Universal Studios, and Santa Cruz Beach Boardwalk—plus many more awesome attractions across the state.

But membership isn’t just about the perks. It’s about power. It’s about standing together to protect our pay, benefits, telework, and workplace protections—especially as we fight for a strong 2026 Contract. Being a



“It’s important to be part of our union because our union is there for you. If you’re someone who may not feel comfortable standing up in a room and voicing your opinions, our union can do that for you in an articulate way—making sure your voice is heard and backed when decisions are being made.”



- Jodi Wasser

member means having a voice at the table, representation when you need it, and the strength of thousands backing you up.

And that’s not all. In addition to workplace protections and legal support, members enjoy discounted travel, insurance, entertainment, financial services, and more—benefits designed to make your life easier while we fight for what we deserve.

As we head into contract negotiations, every member matters. If you’re not yet a member, now is the time to join. Unlock the

savings, secure the protection, and stand with your coworkers to build the power it takes to win.

Learn more and access your member perks here: calcsea.org/benefits



**JOIN
NOW!**

OVERPAYMENT COLLECTION REVERSED

When Carlos was notified that the state intended to collect months of alleged overpayments from his paycheck, he reached out to SEIU Local 1000 for help. What could have become a costly and stressful situation quickly turned into a clear win.

After reviewing the case, our union determined that the overpayment being collected exceeded the three-year legal limit allowed under state law. Despite that, the

department had continued with collection actions. Our union stepped in, raised the issue, and pushed the department to review the error.

As a result, six months’ worth of improper collections were rescinded, protecting Carlos from having to repay money the state was no longer allowed to recover. The issue was resolved quickly and without the need for a lengthy grievance process.

This win shows the real impact of union representation. Knowing the contract and the law makes a difference, especially when it comes to protecting members’ pay and peace of mind. When the state gets it wrong, our union steps in to make it right.

If you ever face a similar issue at work, don’t try to handle it alone. Call the Member Resource Center at 866.471.SEIU (7348)—our union is here to fight for you.

SERVICE

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

UNION WINS OUT-OF-CLASS SETTLEMENT FOR MEMBER

SEIU Local 1000 recently secured a major win for member Linda, who had been performing higher-level duties as an Associate Governmental Program Analyst (AGPA) while officially classified as an Office Technician Typing. After winning the Merit Examination with the State Personnel Board, Linda was asked to return to her prior classification, even though she had been performing AGPA work for months.

Linda turned to our union for support, and we acted quickly. Through careful documentation, including a Desk Audit showing the scope of her work, SEIU presented a strong case to management, demonstrating that Linda had been working

out of class in violation of the MOU. While the grievance moved through arbitration, Linda's work and dedication never went unnoticed.

On January 13, 2026, we received confirmation that the state would settle, awarding Linda \$9,500 for her out-of-class work. This victory not only compensates Linda fairly, it also reinforces the importance of standing together, knowing your union will fight for you when the rules aren't being followed.

Linda's win is a reminder that SEIU Local 1000 members who stand up, document their work, and trust our union, can hold the state accountable and secure fair treatment.



UNION DEFENDS MEMBER'S SICK LEAVE RIGHTS



When Emmanuel submitted a doctor's note for time off after receiving treatment in Mexico, the Employment Development Department refused to honor it, claiming it was "not substantiated" without explanation. Our union stepped in to ensure his rights under Article 8.2 of the MOU were upheld.

Emmanuel had followed the proper process, notifying his supervisor and providing clear documentation of the three days recommended by his physician. The



department initially challenged the note, even though they lack the authority to make medical decisions or override a doctor's orders.

After an informal discussion, our union successfully resolved the issue. Emmanuel's grievance was granted, his pay was protected, and his timesheets were corrected to reflect full sick leave for the days in question.

This win shows that when members stand together and rely on our union, we can

hold the state accountable, defend workers' rights, and protect every member from unfair treatment.

WORK ISSUE?
YOU'RE NOT ALONE.
CALL OUR MEMBER
RESOURCE CENTER
FOR HELP AT
866.471.SEIU (7348)

UNION INFORMATION

RESOURCE CENTER
Monday-Friday
7 a.m. to 7 p.m.
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[SEIU1000.ORG/NEWS](https://seiu1000.org/news)



MEMBER SPOTLIGHT



For Cruz Mora, union membership has always been a family affair.

As the proud son of an active union member, Cruz saw firsthand how union benefits could uplift a family struggling to make ends meet. He grew up attending union events with his mother, who instilled in him early on the value of union membership.

“I owe it to our union, because they gave me my upbringing to not be in poverty,” said Cruz.

Today, Cruz carries those values forward as a union steward with his husband, Marcus Prasad, by his side every step of the way.

Our union always felt like a second family to Cruz so becoming a member was never a question. But when Marcus began experiencing ongoing harassment from management at work, they both knew they couldn’t just sit back and hope things would change.

They decided to step up.

Together, they applied to become stewards with SEIU Local 1000. Marcus jokes that Cruz needed him to stay on track, but both agree that sharing this experience enriched the entire process.

They describe nightly conversations around the dinner table after training, reflecting on what they learned. Each bringing their own unique perspective but united by a shared purpose: protecting their coworkers and upholding union values.

Since becoming stewards last November, Marcus has already seen a shift at his workplace.

“Management has shown me a lot more respect,” he says. “They communicate with me more effectively.”

The pair encourage members who want to get involved to take the first step by simply showing up!

Whether it’s attending a rally, town hall, or worksite action, bringing even a small group of coworkers together can build support and connection. Staying informed and getting involved is how solidarity flourishes.

And if you’re not a member yet?

Marcus puts it plainly: “You need to join.”

Being a union member is an investment in yourself and your future. Because, as Cruz reminds us, it’s our union that negotiates the Contract that protects our pay, benefits, and workplace rights.



LEARN MORE ABOUT UNION BENEFITS AND JOIN SEIU LOCAL 1000 TODAY!