

UNION UPDATE

JULY-SEPTEMBER 2026

THE FIGHT IS ON



Contract negotiations are underway, and state workers are making their voices heard.

Across our union, unit-specific bargaining teams are at the table fighting for the unique needs of their classifications and professions. At the same time, master table negotiations are shaping the pay, benefits, telework, and workplace protections that will impact state workers for years to come. The priorities members identified through our bargaining survey earlier this year are driving those conversations today.

But bargaining does not begin and end at the table.

Everything we've accomplished so far has been possible because members stepped up. You showed up at events, participated in actions, spread a sea of purple across worksites, and made your voices heard at every opportunity. Together, we've demonstrated something powerful: when state workers stand united, we can build the kind of strength that the State cannot ignore.

And we are not done yet.

The State is making decisions right now that will affect our working conditions and

quality of life for years to come. That is why we must keep building on the momentum we've created. The work happening at the bargaining table must be matched by the power we build at our worksites.

Keep showing up. Keep purpling up. Keep sharing your photos and bringing coworkers into the fight. We cannot afford to be silent, and we cannot let the State think we have gone away.

This is what power looks like. We've already proven what we're capable of when we stand together. Now it's time to finish the job.

If you're not yet a member, now is the time to join and help build the collective strength it will take to win the Contract we deserve.



JOIN NOW!

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MESSAGE FROM THE PRESIDENT

Dear State Workers,

The fight for our next Contract continues, and state workers are showing what we're capable of when we stand together. You showed up to Days of Action, purpled up at worksites, joined caravans and pop-up events, rallied with your coworkers, and helped spread a message the State can't ignore: **we are fighting for what we deserve.**

The stories in this issue are a reminder of what is possible when workers stand together. Whether it's defending our rights on the job, improving workplace safety, or holding management accountable, every victory strengthens our union and prepares us for the challenges ahead.

We have momentum, we have determination, and we have each other. Now let's keep moving forward.

In solidarity,

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



PINE CREEK FISH TRAP COMPLETELY RENOVATED



From significant hazards to a fully renovated facility, our California Department of Fish and Wildlife (DFW) members at the Pine Creek Fish Trap can now do their jobs safely! After SEIU Local 1000 member Travis Steed raised concerns about his working conditions, our union promptly conducted a Health & Safety walkthrough that led to a full site shutdown.

What we found at our walkthrough was completely unacceptable. The worksite was riddled with mold, rotting wood in the ceilings and floors, rodent droppings, and little to no

ventilation. Even worse, the emergency hatch was sealed and inaccessible. Because this job is performed below water level, workers faced serious risk if something went wrong.

These conditions weren't just unsanitary, they were dangerous. Through the Health and Safety grievance process and in coordination with California Division of Occupational Safety and Health (CalOSHA), our union forced the site to close until every hazard was addressed.

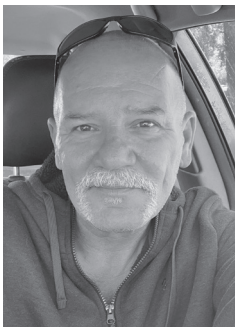
Today, employees enjoy a completely renovated Pine Creek Fish Trap, now

equipped with proper ventilation, rebuilt ceilings and floors, and a fully accessible emergency hatch.

Thanks to the vigilance of Travis, our union was able to step in and make things right. If you're concerned about your working conditions, SEIU Local 1000 is here to demand clear solutions. When we work together, we win safer workplaces for everyone!



CONFRONTING TOXIC BEHAVIOR IN THE WORKPLACE



Our member, Jim Lane, a job steward at CalOES, was putting up union flyers one morning when he discovered a few hours later that someone had torn them down.

Later that day, as Jim was returning to his office suite with a coworker, he encountered an individual holding more of the flyers he had posted earlier. Jim introduced himself and asked why the flyers were being removed.

The individual, who identified himself as a manager in the department, immediately became hostile and rude towards Jim. Shocked by the interaction, Jim turned and

noticed his coworker witnessing the incident. Unaware there was another employee present, the manager shouted profanities at Jim before leaving the area.

Following the incident, Jim acted quickly to document what happened. He contacted security to preserve footage of the interaction and brought the information to our union, SEIU Local 1000. With documentation and witness support, our union was able to report the incident as a violation of CalOES' Workplace Violence Prevention Zero Tolerance policy.

If you are experiencing any workplace violations, contact our union. As Jim put it, "This demonstrates that with the proper documentation and by following the correct process, we can have our legitimate concerns

about management misbehavior addressed. The system can work, and accountability does exist. This also demonstrates that SEIU Local 1000 has the back of the workers it represents and will follow through, when the member does their part to document and step forward to confront mistreatment from management."

SERVICE EMPLOYEES INTERNATIONAL UNION

CALL THE MRC
866.471.SEIU
(7348)

DEFENDING THE RIGHT TO REPRESENTATION AT CALIFORNIA CONSERVATION CORPS

When management at the California Conservation Corps (CCC) tried to deny Gabriela Tovar Aguilar her right to union representation, SEIU Local 1000 stepped in and set the record straight!

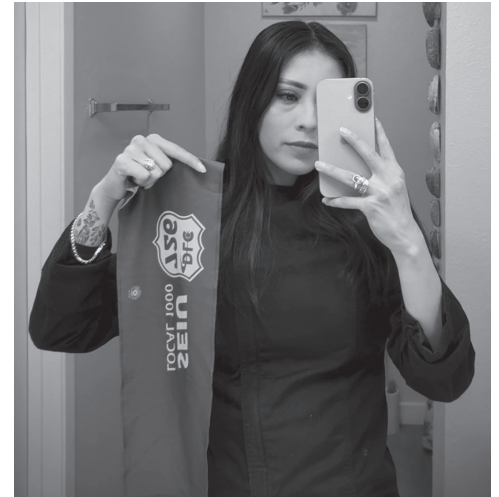
Gabriela was working through a reasonable accommodation request when management wrongly told her she wasn't entitled to union representation at these meetings. That didn't stand for long. Her union representative immediately pushed back, making sure that our members never have to face management alone when their working conditions are on the line.

Faced with the facts and the strength of our union, CCC backed down. Management admitted their mistake and confirmed that Gabriela's union representative would be

included in all future discussions, avoiding a potential Unfair Labor Practice charge.

"Having union representation gave me confidence throughout the process. My union representative made sure I understood my rights and wasn't handling everything on my own. I'm truly grateful for SEIU Local 1000 and for my representative's support and advocacy. This experience showed me how important it is for workers to have support and someone who will advocate for fairness," Gabriela said.

However this wasn't just a win for Gabriela, it's a clear reminder of what our union makes possible. When management tries to overstep, we push back. When our rights are challenged, we enforce them. And when we stand together, we win.



Reach out to your job steward or call the Member Resource Center at **866.471.SEIU (7348)** to ensure you have the support and representation you deserve.

OUR RIGHT TO CONDUCT WALKTHROUGHS

When DMV management once again tried to interfere with union activity, our members refused to back down. For years, DMV Labor Relations has attempted to make it harder for our union representatives to conduct walkthroughs and distribute union literature, despite clear Contract language protecting those rights.

This time, DLC 761 President Angelique Moreno, Senior Steward Guadalupe Mercado, and staff organizer Farah arrived prepared. Knowing management had a history of creating obstacles, the team moved forward with their walkthrough and stood firm on the Contract protections guaranteed under Side Letter #4 and Articles 2.2 and 2.4.

As expected, management attempted to stop them. At one point, five managers confronted the group and tried to block the walkthrough. But Angelique and Farah continued moving through the worksite, and Guadalupe held up the Contract and reminded management exactly where those protections could be found.

The walkthrough continued.

This victory was about more than flyers or access to a building. It was about defending the rights of members to organize, stay informed, and connect with our union in the workplace.



CHECK OUT OUR VIDEO HERE:



UNION INFORMATION

RESOURCE CENTER
Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

WEBSITE
seiu1000.org

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OF OUR NEWSLETTERS AT
[SEIU1000.ORG/NEWS](https://seiu1000.org/news)



STEWARD PUSHES BACK ON IMPROPER SICK LEAVE DEMAND

When registered nurse Byron White requested sick leave, management approved the leave but demanded a physician's note simply because of staffing shortages and ongoing RN vacancies. Our union knew that explanation did not align with the Contract.

Union Steward Angie Tate stepped in immediately and filed a grievance on Byron's behalf, challenging management's misuse of the policy and defending members' rights under Article 8.2. During the process, management claimed they could request doctor's notes whenever they chose. Our union pushed back and made it clear that the Contract sets specific standards for when medical verification can be required.

As a result, management agreed to stop requiring physician verification in this case and removed related documentation from Byron's record. The case also led to additional review and retraining around the policy.

This victory is another reminder of why stewards in our worksites are important. Stewards are often the first line of defense when management oversteps, and they help ensure members know their rights and have someone ready to stand beside them. Interested in becoming a steward at your workplace? Learn more here: seiu1000.org/stewardprograms/

Stay informed, and connect with our union in the workplace.



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