SEIU LOCAL 1000

UNION UPDATE

OCTOBER-DECEMBER 2026

HOLDING THE LINE

This past year, state workers across California have been preparing for a fight over our next Contract. Members made their voices heard through our bargaining survey, identifying Fair Pay, Affordable Healthcare, and Telework that Works as priorities.

When bargaining began, our team brought those priorities to the table. But after months of negotiations, the State failed to bargain fairly over our proposals and priorities and failed to meaningfully address what our members said they need from a new Contract. We knew it was time to build power beyond the bargaining table while continuing to demand that the State bargain fairly.

So, we held the line.

Thousands of our members traveled from across California to Sacramento for our largest show of strength yet, the Holding the Line Rally at the State Capitol. Members came together to make it clear that state workers will not be pushed aside or ignored.

And our fight didn't stop at the Capitol. State workers across California continue holding the line at their worksites, organizing informational pickets and showing the State that our members are ready to stand together.

We have shown our strength, and we will keep holding the State and the Newsom Administration accountable to bargain fairly as we fight for the Contract state workers deserve.

If you're not yet a member, now is the time to join us. Stand with your coworkers and help build the power it takes to win a strong Contract.

JOIN NOW!

MESSAGE FROM THE PRESIDENT

Fellow State Workers,

We are at a pivotal moment in our Contract fight. The State has not bargained fairly, and we have made it clear that we will not accept being pushed aside. Our members are working hard to hold the current administration accountable and demand fair bargaining.

This past year, we have carried this fight together. We have completed the bargaining survey, shown up to town halls and Days of Action, organized at our worksites, rallied, picketed, and purpled up. Our members also made their voices heard through the Unfair Practice Strike vote. We have shown the State what happens when state workers stand together and refuse to back down.

The stories in this issue show that same strength in action, from members challenging bad bosses to our union fighting for fair treatment and winning.

We are not backing down. We are demanding fair bargaining and fighting for what state workers deserve.

In solidarity,
Anica Walls,
President,
SEIU Local 1000

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REJECTION DURING PROBATION WITHDRAWN

A DLC 767 California Conservation Corps (CCC) employee was rejected during their probationary period from their Analyst II position. A State Personnel Board appeal was quickly filed, and through the dedicated work of Union Resource Center (URC) Representative the rejection was successfully withdrawn.

As a result, this member will be reinstated to their Analyst II position.

This case is especially meaningful because the employee was not a member at the time of a prior disciplinary action in 2025 and therefore were not eligible for representation. They later joined SEIU Local 1000 in January 2026. Once membership eligibility was confirmed, the URC took on the case and secured a positive outcome.

This win is a clear reminder of the importance of membership. Having representation when it matters most can make a significant difference in job security and outcomes.

Joining our union means having someone in your corner when your job is on the line.

JOIN NOW!

MEMBERS STAND UP TO BAD BOSSES AT CDE

After months of standing together and refusing to stay silent, members at the California Department of Education secured a huge victory against toxic management in their workplace.

Multiple impacted employees worked alongside their stewards and our union representatives to file grievances and Equal Employment Opportunity (EEO) complaints against two managers whose behavior had created ongoing problems within the facilities management office. Despite the challenges, members remained united, continued documenting issues, and pushed leadership to take the situation seriously.

Their persistence paid off.

Following continued pressure and demands for accountability, both managers were ultimately removed from their positions under disciplinary action. For the workers who endured months of mistreatment, the outcome was a powerful reminder that bad bosses can be challenged when members stand together and refuse to back down.

This success story happened because workers supported one another, spoke up, and trusted our union process to hold management accountable.

If you are experiencing harassment, bullying, retaliation, or other workplace issues, do not face it alone. Contact our Member Resource Center at **866.471.SEIU (7348)**.

SERVICE EMPLOYEES INTERNATIONAL UNION

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

UNION WIN RESTORES FAIR OVERTIME AT ISP

For years, nursing staff at Ironwood State Prison (ISP) relied on an established overtime process that ensured fairness, transparency, and equal access to voluntary overtime opportunities. Management posted known and anticipated overtime assignments monthly and updated them as opportunities became available through the Overtime Absence Report.

That long-standing practice was abruptly abandoned.

ISP Nursing Management failed to properly supply and utilize the Voluntary Overtime Roster (VOR) for BU 17 and BU 20 employees, creating serious issues for staff, including:

- Loss of overtime opportunities
- Confusion among supervisors and employees regarding coverage needs
- Increased Mandatory Overtime
- Lack of transparency and consistency in overtime assignments

After SEIU Local 1000 filed grievance regarding voluntary overtime scheduling under **Articles 19.22.17** and **19.22.20**, CCHCS ruled in favor of our union's position.

Their response concludes:

"...it has been determined that ISP management shall provide the VOR assignments at least once per month and will assign voluntary overtime by BU17 or BU20 departmental seniority on a rotational basis, as outlined in Article 19.22.17 and 19.22.20 of the BU17 and BU20 MOU. With respect to the merits, therefore, the grievance is considered resolved."

This outcome restores fairness, transparency, and contract compliance for affected nurses, and shows what happens when members and their union stand together and push back.

We want to thank union steward Jazmin Herrera for initiating and leading the effort in this issue. 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.

SUSPENSION REDUCED AND BACK PAY SECURED AT DMV

Our Union Resource Center (URC) is proud to report a strong representation win at the Department of Motor Vehicles (DMV).

A DLC 761 member, a Mailing Machine Operator II in bargaining unit 4, was issued a seven-day suspension following an alleged workplace violence incident involving their direct supervisor.

After the Notice of Adverse Action (NOAA) was served, Union Representative Starlet Hamilton stepped in and represented the member through negotiations.

Through this representation, the outcome was improved: the seven-day suspension was reduced to three days. In addition, four days were returned to the member in the form of wages, rather than time on the books.

As part of the settlement, all documents related to the seven-day suspension, including the Notice of Adverse Action, will be removed from the member's Official Personnel File. The settlement is final, and the member expressed appreciation for the support.

This outcome reflects the power of strong representation and the impact of our Union Resource Center in protecting members' rights, reducing discipline, and securing fair results in the workplace.

When members are supported, outcomes change. Lock in your union protection by becoming a member today!

JOIN NOW!

UNION INFORMATION

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

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SPOTLIGHT: CHP MEMBERS ARE SHOWING UP

We want to recognize the dedication of our members at the California Highway Patrol, especially those in DLC 784. Over the past year, members led by DLC 784 President Cullen Kral have worked hard to keep their coworkers informed and engaged in our union.

From regular meetings for represented employees to solidarity breaks and creative worksite activities, CHP members have found ways to build solidarity and make their union presence impossible to miss. A cubicle contest brought that spirit to life, with members decking out their workspaces in purple union swag, signs, banners, flyers, stickers, and pins.

Their commitment was also on full display during our July 1 Holding the Line Rally. CHP members came on our Sacramento shuttle buses, showing up in force to stand with their fellow state workers. Members also helped distribute more than 500 shirts, spreading a sea of purple throughout the event.

We also want to recognize the dedicated stewards who continue showing up for their coworkers, especially Jose Regalado, with support from staff organizer Azura. Their consistent work is helping build a stronger, more connected union at CHP.

We are proud of our members and proud to build a strong union.

Not receiving our union emails? Call the Member Resource Center at 866.471.SEIU (7348) to make sure your contact information is up to date.

CALL THE MRC
866.471.SEIU (7348)

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