

## **BU2 RTO Strategy**

### **Objective**

Replace [EO N-22-25](#) with department specific policies that provide for more flexible telework schedules.

### **Plan of Attack**

Organized and mobilized members engage in three lines of attack against the Governor: (1) Agency Constituency Pressure; (2) Political Pressure; and (3) Management Pressure.

#### 1. Agency Constituency Pressure:

BU2 members will leverage agencies' constituents who depend on the work of BU2 members, such as housing developers, health insurance companies, utility companies, law enforcement, etc., to pressure the Governor's Office to replace EO-N-22-25.

#### 2. Political Pressure:

BU2 members will leverage politicians who have influence with the Governor to replace EO-N-22-25. These efforts may include, and may not be limited to, letter writing and phone call campaigns, media appearances, and meetings with key legislators and committees. CASE PAC will strategically use PAC funds to support legislators who have influence with the Governor.

#### 3. Management Pressure:

In coordination with other state unions, BU2 members will apply organized and escalating pressure towards management to influence the Governor to replace EO-N-22-25. This may include, and may not be limited to, petitions, letter writing campaigns, media appearances, meet and confers, rallies, filing grievances and reasonable accommodation ("RAs") requests. BU2 members and CASE staff will strategically litigate unfair labor practices, grievances, and RAs to further increase pressure.

### **Synchronized Strategy**

This RTO Strategy builds off BU2's overall organizing efforts under its "Strategic Plan" for bargaining in 2028.

### **Implementation**

CASE Board of Directors, or a committee, will issue "Calls to Action" to BU2 members to take coordinated action pursuant to this RTO Strategy.

# Replace EO N-22-25 with a policy that provides for more flexible telework schedules

1.

Leverage agencies' constituents to pressure the Governor to replace EO-N-22-25



2.

Lobby politicians who have influence with the Governor to replace EO-N-22-25



3.

Escalating pressure on management with other unions to replace EO-N-22-25



# RTO Strategy

## ACTIVATE MEMBERSHIP

Communicate the strategic plan and importance of supermajority for success

Increase direct outreach: local reps, email, phone, mailings

Improve website; better access to info and resources

More comms channels:  
Social Media  
Physical Mailer  
Posters, Flyers

## INCREASE MEMBER ACTIVITY & VISIBILITY

Solicit member input and direction on key issues

Increase committee participation

Organize legislative action

Create visible presence:  
- Shirts, buttons  
- Posters, flyers  
- Union days  
- Informational pickets

Create and share resources and training for member action

## BUILD LOCAL Rep NETWORK

Improve and expand local rep program

Develop reporting and resource structure for local reps

Use Worksite Chart to ID local reps in every agency and get all agency membership > 85%

# ORGANIZE

### GOALS:

- Build the power of 5,700 Members
- >85% Membership (4,800)
- >300 Local Reps

# MOBILIZE

## 2028 Contract

Meet and confers

Media appearances

Rallies w/ other unions

Petitions, letter writing campaigns w/ other unions

Agency constituency outreach

Grievances, RAs, and PERB filings

BU2 member led meetings with legislators & special interests

February 2026