

Say NO to RTO!



What is RTO?

The Governor issued a return to office (RTO) mandate that requires all State workers to report to the office twice per week, with no operational need.

How does RTO impact State workers?



Money out of our Pockets

The commute for two mandated days in office for state workers costs \$2,480 dollars a year per person on average.¹ This additional cost adds insult to injury for state scientists, who have not had raises since 2021.



Time out of our Lives

The drive time for two mandated days in office costs an average of 92 hours annually per person, or approximately two and a half weeks of unpaid labor per year.^{1*}



Hurts the Environment

California is failing to meet its climate goals.² Sacramento and Los Angeles are both in the top ten of worst air polluted cities in the nation.³ Over the last 2.25 years, the ability to telework has prevented nearly 400,000 metric tons of carbon¹ from being released into the atmosphere by State workers commuting.



Not Accessible

Telework increased workforce participation for workers with disabilities.⁴ RTO reduces access to state service for disabled workers⁵ at a time when 80% of California departments are failing to meet disability parity goals.⁶



Hurts Recruitment and Retention

According to internal surveys⁷ and the benefits of telework referenced in RTO memos,⁸ telework is a useful tool for State employee recruitment and retention. RTO will worsen critical staffing shortages for state agencies.⁹



Hurts Our Infrastructure

Sacramento roadways are deteriorating and road maintenance is critically underfunded.¹⁰ RTO mandates put further strain on our roads by adding about 33,060 drivers in the Sacramento region and nearly 7,220 in the Los Angeles region,^{1,11,12} and taxpayers will need to foot the bill for repairs.



Hurts Public Health

Preventable road injuries and deaths are on the rise in California,¹³ and there are motor vehicle crash hotspots near state offices in Sacramento.¹⁴ More cars on the road present more collision opportunities,¹⁵ and cause longer commutes¹⁶ that are linked to higher individual dosage of Prop65 chemicals like benzene and formaldehyde.¹⁷

**Data used for estimates come from the DGS telework dashboard data and estimates 2 days a week for 52 weeks a year.*

Actions to Fight Back for Worker Autonomy!

Check out the CAPS UAW RTO Toolkit for actions you can take in your workplace!

Go to capsscientsists.org/resources/return-to-office-toolkit/ or scan the QR code →



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