We started bargaining with the state around the IT consolidation in June 2016, as a side table to our Contract negotiations.

In November of 2016 the state provided us with their first draft of the IT specifications, along with their consolidation plan.

We used information gathered from a survey of all IT and worksite meetings to develop our core principles, which are:

- Accomplish/satisfy goal of making California the employer of choice
- IT Professionals are recognized for their vital contribution to the State of California
- Fair selection process to support classifications
- Appropriate tools used within a responsible time frame
- Training and education
- Do no harm

CalHR has been unable to produce a reclass proposal that satisfies our principles and is sustainable – for now and the future of IT.

After CalHR walked away from the table in May 2017:

- Our team filed an Unfair Practice Charge (UPC) with the Public Employment Relations Board and were granted expedited review.
- The UPC brought the state back to the table, and they agreed not to walk away from the table until we agreed or agreed to disagree.
In July we issued a white paper which shed a light on the state’s $2.5 billion addiction to contracting out. Use this link to access the white paper online: [http://www.seiu1000.org/whitepaperIT](http://www.seiu1000.org/whitepaperIT)

The white paper also outlined how the state could save money by addressing recruitment and retention issues – mainly by adequately paying IT at the market rate.

With the white paper in hand, our IT Action Team set off to the Capitol to lobby the legislature to send letters to Richard Gillihan, asking him to invest in IT.

With the leverage we built through the UPC, the white paper, member actions, and lobbying we got back to the table and the state agreed to most of our proposals, but failed to address the salary issues we brought forward.

We submitted two salary proposals, one for a 30% salary adjustment and the second for a 20% – both we denied by CalHR, without a counter.

Our team agreed to let the state move forward with the Board item, but let them know that we’d be in opposition to the reclass as we not only had issues with their lack of movement on salaries, we could not agree to:

- leaving out the IST and Computer Operators;
- lowering the IT experience needed to meet the MQs;
- a lack of clarity on the reporting structure; and
- an insufficient change management plan.

Our team sent a letter to the State Personnel Board outlining our opposition.

The Board asked CalHR to make modifications to their plan before they will put it on the agenda.

Our team cannot say exactly what those changes will be or when CalHR will get the item on the Board, but when we get them, we will
meet, again, with CalHR. They have suggested that they are aiming for November.

- We cannot commit that it will be in November, but we will get 10 days' notice and will notify all of you 10 days before it is placed on the agenda.