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**VIA E-MAIL ONLY**  
[Paul.Starkey@calhr.ca.gov](mailto:Paul.Starkey@calhr.ca.gov)

July 27, 2021

Paul Starkey  
Deputy Director of Labor Relations  
California Department of Human Resources  
1515 S Street, North Building, Suite 500  
Sacramento, California 95811-7258

Re: **CEASE AND DESIST REGARDING VACCINE  
CONFIRMATION DEADLINE AND DEMAND TO BARGAIN**

Dear Mr. Starkey:

SEIU Local 1000 is in receipt of your July 26, 2021 letter that CalHR intends to implement the Governor's plan to immediately require state employees to verify their vaccination status no later than August 2, 2021. This letter serves as a demand to meet and confer and as a formal objection to the implementation deadline until the meet and confer process is completed.

Throughout the past eighteen months of the COVID-19 pandemic, State workers have been both on the front lines and forced to adjust to teleworking. During this time, the State has issued hundreds of COVID related notices to the Union and offered to meet and confer over many changes or other matters within the scope of bargaining specifically pertaining to changes in procedures or policies in response to the COVID-19 pandemic.

On July 26, 2021, the Governor abruptly turned away from the legal requirements of notice and bargaining and instead held a press conference and issued a press release, followed shortly by your Notice. Rather than giving this Union the legal right to meet and confer over this important policy change, CalHR dodged its legal obligations concerning vaccination confirmation. You state:

“State departments are instructed to implement procedures to collect and maintain evidence of vaccination from employees as soon as possible with full compliance by Monday, August 2, 2021.”

RICHARD  
LOUIS BROWN  
President

DAVID JIMENEZ  
Vice President/  
Secretary-Treasurer

ANICA WALLS  
Vice President for  
Organizing/Representation

TONY OWENS  
Vice President for Bargaining

SERVICE EMPLOYEES  
INTERNATIONAL UNION  
CTW, CLC

1808 14th Street  
Sacramento, CA 95811

866.471.SEIU (7348)  
[www.seiu1000.org](http://www.seiu1000.org)



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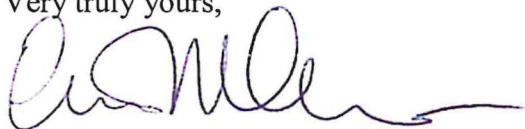
This is a change in the terms and working conditions of our represented employees and requires meeting and conferring with the Union prior to implementing the change. The new policy constitutes a unilateral change in violation of the obligation to give notice and the opportunity to meet and confer prior to implementation. This violates the requirements of the Dills Act as confirmed by a PERB Decision issued just yesterday. (Decision 2783H – Regents of the University of California - SF-CE-1300-H and SF-CE-1302-H) (The Board rejected the employer's decision in that case to implement a vaccination policy without first satisfying its obligation to meet and confer with unions representing the affected employees. It found that such actions constituted an unlawful unilateral change.)

To be in compliance with Dills Act requirements, the deadline you have unilaterally set must be tolled until a proper notice is delivered to:

Richard Louis Brown, President  
SEIU Local 1000  
1808 14th Street  
Sacramento, CA 95811

CalHR and the State of California must cease and desist enforcing this requirement or imposing an immediate deadline until the process relating to the Union's request to meet and confer is complete. If you have any questions about this issue or this letter, please contact me at (866) 471-7348.

Very truly yours,



ANNE M. GIESE  
Chief Counsel  
SEIU Local 1000

cc: Richard Louis Brown, President, SEIU Local 1000  
Donna Snodgrass, Chief of Staff, SEIU Local 1000  
Brooke Pierman, Contract Director, SEIU Local 1000