

2023 Contract Ratification Summary Booklet



SEIU LOCAL 1000



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SEIU LOCAL 1000 LEADERSHIP TEAM MESSAGE

Hello Fellow Local 1000 workers –

Over eight months ago, we began a campaign for a new contract with a demand that the State of California Respect Us, Protect Us, and Pay Us. In surveys and at town halls from San Diego to Sacramento, we heard your needs. At nearly 100 master table and bargaining unit negotiation sessions, we shared your stories. And at numerous worksite actions, informational pickets, and rallies statewide, we stood up, spoke out—and got results.

Thanks to all of your hard work, we were able to negotiate a three-year salary increase of 10% for all Local 1000 workers, but that doesn't begin to tell the whole story of the many improvements in wages, benefits, and working conditions this contract includes. We also negotiated Special Salary Adjustments for over 150 job classifications and Wage Equity Adjustments for another 170 job classifications. That will result in a first-year general salary increase of 7-8% for over 41,000 workers—retroactive to July 1, 2023.

But first we must begin the process of ratification. All Local 1000 members will receive ratification voting information within the next week. Voting to ratify the contract means that we can move forward delivering:

- A direct monthly premium health care stipend of \$165
- A .5% reduction to pre-funding of your retirement benefits (OPEB)—in addition to the general salary increase.
- Numerous benefits in the form of skill-based differentials, retention differentials, and increases in uniform allowances and other reimbursements that will lead to more money in your pocket and better working conditions on the job.

None of these advances will happen unless this Tentative Agreement is ratified. A vote not to ratify would mean your bargaining unit giving up any of the wins and protections we achieved and remaining stuck at your present pay level with an expired contract—thereby giving up the chance for any real improvements now. Just as important, should you vote 'No,' the State has no obligation to improve the current economic package being voted on. And when one of our bargaining units did not ratify the contract in the recent past, they stalled at a lesser benefit and have yet to make back the rate that applies to the rest of the Union.

The pages that follow outline the specific benefits we achieved at the Master Table, which apply to all represented employees, and the hard-fought improvements that apply strictly to your bargaining unit. Our strength lies in negotiating together. If we vote 'Yes' to ratify this tentative agreement, no bargaining unit will be left behind.

We began this journey together, we fought this battle together, and won this Tentative Agreement together. Let's ratify it together as well. .

In Solidarity,

SEIU Local 1000 Leadership Team



Bill Hall
Board Chair



David Jimenez
Vice President/
Secretary-Treasurer



Anica Walls
Vice President for
Organizing/Representation



Irene Green
Vice President for
Bargaining

2023 BARGAINING TEAM

STATEWIDE OFFICERS

VACANT

President

Bill Hall

Board Chair

David Jimenez

Vice President/
Secretary-Treasurer

Irene Green

Vice President for
Bargaining

Anica Walls

Vice President for
Organizing/Representation

BARGAINING UNIT CHAIRS

Unit 1

Susan Rodriguez, SCIF

Unit 11

Brad Willis, DFW

Unit 17

Vanessa Seastrong,
DSH

Unit 3

Robert Holtz, CDCR

Unit 14

Robert Vega, DGS

Unit 20

Heather Markovich,
CDCR CCHCS

Unit 4

Karen Jefferies, DOJ

Unit 15

Eric Murray, CDCR

Unit 21

Bobby Roy, CDE

2023 BARGAINING TEAM

BUNC MEMBERS

Unit 1

Carolyn Aluis, DIR

Frank Askin, EDD-CUIAB

Beth Bartel, DSH

Stuart Bennett, PERS

Delores Bonner, DOT

Sheila Byars, DMV

Jean Colyer, DOT

Gina Crawford, PERS

Karen Devoll, CDCR

Claudia Gambaro, MIL

Paul Garong, CDTFA

Vincent Green, DVA

Noreen Nelson, SCIF

Harry Price, CalOES

Unit 1, continued

Michael Ramos, CSL

Cathy Reabold, DSH

Katherine Stockton, PUC

Joyce Wheeler-Owens, EDD

Unit 3

Barbara Guzman, CDCR

Terence Hibbard, CDCR

Suzanne Knapp, CDCR

John Richards, CDCR

Unit 4

Jose Alcaraz, CDCR/CCHCS

Nickia Brisco, DCA

Nicole Crist, CDCR/CCHCS

Terry Gray, PUC

Tom Krieger, DMV

Unit 4, continued

Freda Legree, CDCR/CCHCS

Unit 11

Aruna Abeygoonesekera, CDPH

Tammie Howze, CDCR/CCHCS

Albert Manfredini, DOT

Unit 14

Jeffrey Fowler, DOT

Howard Hall, DGS-OSP

Edward Page, DGS-OSP

Unit 15

Brent Andrews, CDCR

Kevin Quaife, CDCR

Alfredo Cortez, DGS

Garth Underwood, CDCR

2023 BARGAINING TEAM

Unit 17

Felicia Barbato, CDPH

Sheila Coonan, DVA

Bob Mutebi, CDCR CCHCS

Silochana Naidoo, CDCR CCHCS

Unit 20

Sarah Cooper, CDCR CCHCS

Oluwadamilola Kamson, CDCR CCHCS

Helen Rangel, CDCR CCHCS

Silas Wagner, CDE

Unit 21

Monica Grimes, DSS

Susie Watt, CDE

2023 MASTER TABLE SUMMARY

At the master table, we bargain over issues that affect all members. Here are some key contract provisions we achieved for our members:

Our new agreement impacts our represented employees in a number of ways: We negotiated a retroactive pay raise for all employees, won retroactive special salary adjustments for more than 300 job classifications, maintained the health care stipend with no expiration date, reduced the pre-retirement (OPEB) funding, secured a health facility retention payment, and added, changed, or preserved a number of skill-based differentials, allowances, and other

reimbursements that factor into our state income. Our general salary increase, our wage equity increase, and our unit-based Special Salary Adjustments are retroactive to July 1, 2023.

Our general salary increase is 10%.

All represented employees would receive a 3% pay raise, retroactive to July 1, 2023, on top of any other special salary adjustments (SSAs). An additional 3% increase will occur on July 1, 2024. And on July 1, 2025, all Local 1000 employees will receive a 4% increase as long as the Department of Finance determines they can fund the entire amount. Otherwise,

it may be adjusted downward by 1%.

A 4% wage equity adjustment provides fair wages for low-wage workers.

More than 150 of our lowest-paid classifications will receive an immediate 4% salary adjustment on top of the general salary increase. The increase is retroactive to July 1, 2023, and is pensionable. Any classification with a starting wage of \$20/hour or less is eligible. This new agreement ensures those working in those jobs stay ahead of the prevailing minimum wage.

2023 MASTER TABLE SUMMARY, CONTINUED

Special Salary Adjustments of 5% or more for 170 additional classifications.

These increases are on top of the general salary increases and affect each step of the salary range, not just the top step. SSAs are retroactive to July 1, 2023 and are pensionable.

We won a 0.5% reduction of our pre-retirement (OPEB) contribution.

Now at 3%, reduced from 3.5%. This reduction mitigates the 0.5% increase in pension contributions that took effect on July 1, 2023. Prefunding of Post-Retirement Health Benefits (9.24) also includes new language that ensures future

increases (or decreases) in OPEB are based on actuarially-determined costs.

The Supplemental Health Benefits Contribution maintains our health care stipend.

Primary enrollees in a CalPERS health care plan shall receive an extra \$165 on top of the regular employer premium contribution as determined through the 80/80 health care formula. This direct payment will be added to the state's monthly contribution to pay for our workers' health plan. This maintains the effective monthly net benefit of the original \$260 health care stipend (\$165 after taxes) and offsets employees' monthly

health care costs directly by providing a supplement to the employer contribution. The benefit would take effect in December 2023, and importantly, has no expiration date.

The Health Care Facility Retention Payment

will be paid at three levels to eligible employees who worked onsite or provided in-person services more than 50% of the time during the pandemic. \$1450 for employees working at a correctional facility, correctional health facility, state hospital, veteran's home, and/or developmental services facility; a \$1000 payment for CDPH employees in nine classifications; and a \$625 payment for

2023 MASTER TABLE SUMMARY, CONTINUED

state special schools employees.

Here are some more highlights from our Tentative Agreement:

The **Uniform Replacement Allowance (12.11)** increased to \$650 from \$450.

The new ASL Proficiency Bonus (11.XX) creates a new incentive (up to \$1500) for achieving higher levels of sign language skills.

We improved **the Out-of-State Supplemental Health Care Program (9.4)** by increasing the overall amounts, with additional adjustments based on plan party code (i.e., single, dependent and family plans).

Our **Business and Travel Reimbursement Program (12.1)** requires the State to use the federal standard rates for meals, lodging, and incidentals established by the General Services Administration, resulting in increased reimbursements for our members.

We've strengthened the language in our **Dignity Clause (5.11)** to include "human dignity, courtesy, and respect." In a similar fashion, we improved the **Workplace Violence and Bullying Prevention Program (10.21)** to include the Government Code definition of "abusive conduct."

We doubled the number of hours (from 8 to 16/month) available for the **Personal Leave Program (PLP) – Voluntary (Excludes Unit 21)**.

Improvements made in **Bereavement Leave (8.3)** expand eligibility to more of our represented employees when they experience a loss in the family.

And we won additional safety protocols for our represented employees by placing an approved receptacle for syringes, blades, and the like in state restrooms with **10.XX Sharps Disposal**.

UNIT 1



Unit 1 Bargaining Highlights

Here are the highlights from the Unit 1 (Professional, Administrative, Financial and Staff Services) bargaining table:

61 different classifications in Unit 1 received pay increases ranging from 2.5% and more (11.1.1 Special Salary Increases) and 21 different classifications will receive a 4% (11.5 Wage Equity Adjustment). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable. You can read a complete list of classifications affected by these increases by visiting seiu1000.org/contract-ratification-center

We added additional levels of differential pay for eligible Personnel Specialists, up to \$4800 in new language found in 11.25.1 - Personnel and Payroll Specialist: Recruitment & Retention Differential (Unit 1). The breakdown is as follows: 12 or more months- \$2400; 24 or more months- \$3,000; 36 or more- \$3,600 and 48 or more months- \$4800.

The Lottery sales incentive bonus (11.27.1) has been increased for the first time in decades and now includes stronger language defining the parameters of how the bonus is achieved. The bonus dollar amounts were increased by 12% at each level.

Unit 1 members who work at the California Department of Insurance (CDI) and hold an Accredited Financial Examiner (AFE) or Certified Fraud Examiner (CFE) certification issued by the Society of Financial Examiners who may be required by their job duties to conduct financial examinations of foreign insurers or act as the examiner in charge of a multi-state insurer will receive a \$3600 bonus, subject to eligibility.

We've added the Health Program Specialist II classification to the pay differential (CalHR differential 412) to contract section 11.32.1

A 5% Educational Pay Differential (11.M1.1) will be paid to Management Services Technicians, working at the Department of Industrial Relations (DIR's) Division of Workers' Compensation and Workers' Compensation Appeal Board, who obtain a certification of completion or proficiency from a California-recognized court reporting school.

Unit 1 employees who are FLSA-exempt, working at CAL FIRE are eligible for Pay Differential 63 –

Unit 1 Bargaining Highlights, continued

Incident Command Assignment (ICA) differential pay. (11.M2.1)

We won a Recruitment and Retention differential at the California Department of Education (CDE) ranging from 5-10%. 11.M3.1 – California Department of Education Local Assistant Budget Development Pay Differential (Unit 1) offers the differential to Staff Services Analysts and Associate Government Program analysts who are directly involved in local assistance cost and caseload estimate, and estimate methodologies submitted as part of the May budget revision, final budget, and all subsequent budget actions.

Five different classifications working at California Department of Social Services (CDSS) Disability Determination Services Division (DDSD) are eligible for a new Recruitment and Retention differential ranging from \$2000-\$3000 annually. 11.M4.1 offers the pay to Disability Evaluation Analyst I, II, or III, Staff Services Analyst, or Associate Governmental Program Analyst classifications.

We maintained our rights regarding the Information Technology Joint

Apprenticeship Committee (5.20.1), pushing back against the State's efforts to change the process and diminish Local 1000's role. We also preserved a related section, 13.4.1 Information Technology (IT) Apprenticeship Agency Linkage Agreement (Unit 1).

We were able to preserve the IT Reclassification Committee language in 5.21.1.

For the Television Specialists (14.10.1), the State has agreed to conduct a classification and specification review during the term of this contract

At the master table, we were able to preserve 11.8 - Correctional Case Records Analyst Recruitment and Retention Differential of \$2400.

“These are just highlights and economic gains. There are many other contract rights that were preserved, and nearly all Unit 1 language was left intact,” said Susan Rodriguez, Unit 1 Bargaining Chair. “Our Unit 1 team was diligent and thorough, and every issue got our full effort. We work to advance Unit 1 in every bargaining cycle, and we will continue that effort.

UNIT 3



Unit 3 Bargaining Highlights

Here are the highlights from the Unit 3 (Professional Educators and Librarians) bargaining table:

7 different classifications in Unit 3 received pay increases of 5% (11.1.3 Special Salary Increases). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable. You can find a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

We won new language that pays a \$500 differential to 3 teaching classifications at the Porterville Developmental Center (XX.XX.3).

Coaches and assistant coaches at our Special Schools, in four different groups, will receive an increased Coaching Differential (22.10.3) of approximately 10%

We preserved the Bargaining Unit 3 Classification and Compensation Committee (5.19.3). It's an avenue to discuss compensation, credentialing, and the broader issues impacting recruitment and retention.

We maintained the employer's health benefit contribution (9.1.3)

for each employee for an updated amount equal to 80%, depending on Party Code.

Unit 3 employees will now enjoy greater latitude to schedule medical appointments during the work day with an updated Hours of Work section (19.1.3)

Contract section 21.12.3 Student Discipline continues to engage the Union and the State together in the development of a written discipline program.

Stronger language in 21.25.3 - Work Assignment Notification, firms up management timeliness and ensures a more legitimate written explanation is provided to employees when change happens. A similar contract section 22.3.3 also has stronger language to ensure that Unit 3 members in Special Schools are getting noticed of work assignment change as soon as possible.

Expanded language in 22.1.3 - Discipline and Discharge-Special Schools, allows employees to have

Unit 3 Bargaining Highlights, continued

a support person and, if needed, reasonable accommodations during a disciplinary meeting with their employer as defined by the Americans with Disabilities Act.

Employees at the California Department of Corrections and Rehabilitation (CDCR) Office of Correctional Education (OCE) are now granted greater input into the creation of the 220 Day Academic Year calendar. (25.1.3)

We expanded language to allow Unit 3 employees greater planning and control of their individual development programs and career improvement. (25.7.3)

We won substantially new and improved salary schedule placement language for vocational instructors. The contract section (25.13.3) recognizes their professional skills and places them on the salary schedule accordingly.

UNIT 4



Unit 4 Bargaining Highlights

Here are the highlights from the Unit 4 (Office and Allied workers) bargaining table:

23 different classifications in Unit 4 received pay increases of 5% (11.1.4 Special Salary Increases). Another 41 classifications received 4% (11.5 Wage Equity Adjustment). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable. You can find a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

We increased the Lottery Sales Scratcher Bonus (11.27.4) by 12%. It was the first adjustment in this incentive program in more than 20 years, and stronger language ensures that bonus structure is consistent year-to-year. These improvements were recommended by a Joint Labor Management Committee and won at the bargaining table.

New language (11.XXX.4) expands the geographic reach of the Recruitment and Retention Differential paid to Legal Secretaries and Sr. Legal Typists to now include Fresno and Sacramento Counties.

(Pay Differential 141)

Office Technicians and Sr. Legal Typists working at the Department of Industrial Relations (DIR) Division of Worker's Compensation Appeals Board, who have a court reporting certificate or equivalency, now qualify for a 5% pay differential.

Another new contract section (5.XX.4) creates a new statewide Joint Labor Management Committee (JLMC) for Unit 4 DMV employees to address statewide issues, not just local or regional concerns. This powerful tool allows our Union the opportunity to make changes in the workplace in between contract bargaining.

We also preserved an important contract provision: the Unit 4 Upward Mobility Task Force (5.13.4). This group will continue meeting to update recommendations and best practices for upward mobility programs providing career development for Unit 4 employees.

UNIT 11



Unit 11 Bargaining Highlights

Here are the highlights from the Unit 11 (Engineering and Scientific Technicians) bargaining table:

25 different classifications in Unit 11 received pay increases of 5% (11.1.11 Special Salary Increases). Another 31 classifications received 4% (11.5 Wage Equity Adjustment). These increases are on top of the general salary increase (GSI), retroactive to July 1, 2023, and pensionable. You can read a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

Transportation Engineering Technicians (TETs):

- TETs will receive a 5% Special Salary Adjustment (SSA) in addition to the 3% GSI in the first year of the contract for a total of an 8% salary increase retroactive to July 1, 2023.
- TETs will also receive an increase to the Transportation Engineering Technician (11.48.11) pay differential. We've won \$50 increases to each of the four different differential pay opportunities, based on eligibility.

- We've also negotiated a substantial increase in Diving Pay (11.43.11) for incumbents currently eligible for this differential – raising the rate from \$12/hour to \$25/hour.

Laboratory Assistants:

- Lab Assistants will receive a 4% SSA in addition to the 3% GSI in the first year of the contract for a total of a 7% salary increase retroactive to July 1, 2023.
- Five different Unit 11 classifications who are certified Phlebotomy Technician I or II will now receive a \$200 differential, a \$75 increase from the previous amount.
- Unit 11 won a new classification review of the Laboratory Assistant Series (14.X.11) that will examine five different laboratory assistant positions in an attempt to remedy historical classification issues and to align with current and projected workforce needs.

Unit 11 Bargaining Highlights, continued

Water Resources Technician:

- WRTs will receive a 5% SSA in addition to the 3% GSI in the first year of the contract for a total of an 8% salary increase retroactive to July 1, 2023.
- Additionally, WRTs will receive an increase to the Water Resources Technician II (11.48.11) pay differential. We've won \$50 increases to each of the four different differential pay opportunities, based on eligibility.

UNIT 14



Unit 14 Bargaining Highlights

Here are the highlights from the Unit 14 (Printing and Allied Trades) bargaining table:

13 different classifications in Unit 14 received pay increases of 5% (11.1.14 Special Salary Increases). Another 5 classifications received 4% (11.5 Wage Equity Adjustment). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable.

You can find a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

14.7.14 Assignment of Duties
Normally Performed by Bargaining Unit Employees. This agreement (with an important language change) brings Unit 14 job protections into parity with other Local 1000-represented bargaining units. It adds an important meet-and-confer provision that enables the Union to better preserve our work and our jobs.

A new contract section (14.X.14) launches a classification review for the Printing Trades Specialist Trainee series. Upon completion of that review, the State and

our Union will jointly identify recommendations for changes to the Digital Print Operator Series, a right granted to Unit 14 through another new contract section (14.XX.14).

UNIT 15



Unit 15 Bargaining Highlights

Here are the highlights from the Unit 15 (Allied Service Workers) bargaining table:

5 different classifications in Unit 15 received pay increases ranging from 4% - 6.61% (11.1.15 Special Salary Increases). Another 21 classifications received 4% (11.5 Wage Equity Adjustment). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable. You can find a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

Nine different classifications will be eligible for a Staged Pay Differential. There are three levels: 2% after passing probation, 2% after 12 months in the classification, and another 1.5% after 24 months.

The State will establish an alternative range—increasing minimum and maximum of the salary ranges by 10%—for employees in the Custodian I and Custodian II classifications who are employed by CCHCS, CDCR,

CalVet, CalPIA, DDS, DSH (11.XX.15)

Our uniform allowance has increased to \$650. The safety footwear allowance for custodians has increased to \$165 and is now assured to be included directly into the employee's paycheck each year. (12.11.15)

New language creates an opportunity to negotiate a yearly vacation bidding process at each institution in CDCR and CCHCS. (8.X.15)

Three Joint Labor Management Committees (JLMC) (Custodians, Food Service Workers, Upward Mobility and Career Development) will all have additional departments participating, moving forward. In addition, we've split CDCR & CCHCS into its own JLMC, while maintaining the existing Food Service Workers JLMC. (5.16.15, 5.18.15, 13.11.15)

Unit 15 Bargaining Highlights, continued

We've expanded the number of departments who will now offer training on how to properly handle infectious diseases and how to keep Unit 15 employees safe. (10.25.15)

12.9.15 Overtime Meal Allowance (Excluding CDCR and CCHCS) (Unit 15). This language now excludes CDCR and CCHCS as these departments are now covered under 12.9 for overtime meal allowances.

We secured a voluntary overtime seniority process for all non-CDCR worksites and strengthened language to protect employees RDOs. (19.13.15). Similarly, we strengthened language to protect employee RDOs at CDCR, Adult Programs, and CCHCS (19.14.15)

In 21.26.15-Custodial Routes (Unit 15), we added language to modify work duties when short staffed.

Protecting our existing hard-won rights from previous campaigns, we kept the same language and protections in more than two dozen Unit 15-specific contract sections.

UNIT 17



Unit 17 Bargaining Highlights

Here are the highlights from the Unit 17 (Registered Nurses) bargaining table:

14 different classifications in Unit 17 received pay increases of 5% (11.1.17 Special Salary Increases). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable. You can read a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

The educational differential for RN classifications increased \$25, which went from \$50 up to \$75. (11.57.17)

The CDPH Health Facilities Evaluator Nurses LA County Travel Incentive went from 80hrs/10 days down to 40hrs/5 days with a travel incentive that went from \$167 up to \$250. (11.59.17)

Seniority differential! Effective July 1, 2024 through July 1, 2026, multiple RN classifications will receive a seniority differential as follows: 17-19 years of state service will receive 2% of their total salary; 20-22 years will receive 3% of their total salary, effective July 1,

2024. Effective July 1, 2025 – July 1, 2026, RNs with 23-24 years of state service will receive 4% of total salary. Effective July 1, 2026, RNs with 25yrs or more of state service will receive 5% of their total salary. All of these payments will be pensionable. (11.XXX.17)

We've made steps to standardize vacation scheduling at DVA and CDCR/CCHCS. (8.26.17, 8.27.17)

With stronger language, we're ensuring that safety orientation in 24-hour facilities happens within 45 days of hire and provided a process to solve issues quickly, by meeting with management in a Joint Labor Management Committee (JLMC). (10.5.17)

We've extended the availability of training in the prevention and management of assaultive behavior or therapeutic strategies and interventions to include CDCR/CCHCS. (10.19.17)

Overtime meals are now governed by stronger, expanded language that

Unit 17 Bargaining Highlights, continued

offers more flexibility in usage and reimbursement for DVA and CDCR/CCHCS. (12.9.17)

In eight different contract sections, we made great advances in mandatory and voluntary overtime:

- **Greater transparency with a standardized mandate list.** Each facility will maintain a universally-available list of impacted employees with dates of last mandated shift. This system will provide a fair and open process to ensure that credit for working a mandated shift is duly recorded.
- **Better protection for days off.** We've safeguarded against mandated shifts the day before any pre-approved day off. You can't be mandated to work overtime on the last day of your regularly scheduled week, nor can you be mandated to work the day before any pre-approved day off.
- **Stronger task force, early negotiations.** This is our biggest win – new language that creates a Joint Labor Management Task

Force to create solutions for MOT, along with implementation plans for those solutions. The task force will meet every other month and issue a joint report to CalHR, Department of Finance (DOF), and the department heads. Here's the kicker: this new agreement allows Local 1000 to re-open all MOT-related contract article sections on or after July 1, 2025, well before our next traditional round of contract bargaining. It's an unheard-of accomplishment by SEIU Local 1000 and gives us optimism for future improvements.

UNIT 20



Unit 20 Bargaining Highlights

Here are the highlights from the Unit 20 (Medical and Social Services) bargaining table:

20 different classifications in Unit 20 received pay increases of 5% and 14% (11.1.20 Special Salary Increases). Another 21 classifications received 4% (11.5 Wage Equity Adjustment). These increases are on top of the general salary increase, retroactive to July 1, 2023, and pensionable. You can read a complete list of classifications affected by these increases at seiu1000.org/contract-ratification-center

At DVA, overtime meals are now governed by stronger, expanded language that offers more flexibility in usage and reimbursement. (12.9.20)

Our uniform replacement allowance was increased to \$650, a \$200 increase. (12.11.20)

The ability to exchange time off has been expanded to include limited term and probationary employees. (19.9.20)

New language provides a workforce stability stipend of up to \$9,000 for CNAs (Class Code 8185) working at Veterans Homes in West Los Angeles

and Yountville (11.new.20). Another new contract provision provides an interpreter pay differential of \$1500/month for SSA Interpreters, which is specific to the Porterville Developmental Center location. (11. NEW.20)

We've taken steps to standardize vacation scheduling at DVA and CDCR/CCHCS for Dental Assistants, Dental Hygienists, LVNs, CNAs, and MAs. (8.23.20, 8.25.20, 8.26.20)

We've extended the availability of training in the prevention and management of assaultive behavior or therapeutic strategies and interventions to include CDCR/CCHCS. (10.20.20)

With stronger language, we're ensuring that safety orientation in 24-hour facilities happens within 45 days of hire and provided a process to solve issues quickly by working with management in a Joint Labor Management Committee. (10.5.20)

At the California Veterans Homes, we increased the number of positions

Unit 20 Bargaining Highlights, continued

filled by Post and Bid from 65% to 70%. (20.11.20)

The previous work of our task force helped us secure the continuation of the pilot Post and Bid for Medical Assistants at CHCF/Stockton following the same annual process that the Dental Assistants use. (20.18.20)

We've created a task force to examine overtime distribution procedures at the California School for the Deaf in Fremont, which is a new provision in the contract. (19.XXXX.20)

In ten different contract sections, we made great advances in mandatory and voluntary overtime:

- **Greater transparency with a standardized mandate list.** Each facility will maintain a universally-available list of impacted employees with dates of last mandated shift. This system will provide a fair and open process, to ensure that credit for working a mandated shift is duly recorded.

- **Better protection for days off.** We've safeguarded against mandated shifts the day before any pre-approved day off. You can't be mandated to work overtime on the last day of your regularly scheduled week, nor can you be mandated to work the day before any pre-approved day off.
- **Stronger task force, early negotiations.** This is our biggest win – new language that creates a Joint Labor Management Task Force to create solutions for MOT, along with implementation plans for those solutions. The task force will meet every other month and issue a joint report to CalHR, Department of Finance (DOF), and the department heads. Here's the kicker: this new agreement allows Local 1000 to re-open all MOT-related contract article sections on or after July 1, 2025, well before our next traditional round of contract bargaining. It's an unheard-of accomplishment by SEIU Local 1000 and gives us optimism for future improvements.

UNIT 21



Unit 21 Bargaining Highlights

Here are the highlights from the Unit 21 (Professional Educators and Librarians) bargaining table:

We instilled and reinforced respect for our Unit 21 professionals:

- Protected our professional status by preserving language in three contract sections:
 1. 19.19.21 – Work Week Group E – Policy (FLSA-Exempt);
 2. 19.19.21(a) – Guidelines for Applying Work Week Group E Policy; and
 3. 21.16.21 – Professional Responsibility
- Enhanced our professional autonomy by removing a reference to work schedules from the contract
- Retained our right to convene a Professional Assessment and Development Committee
- Received commitment to discuss the potential for educational leave transfers in the new State Payroll System Project

We strengthened protections for our Unit 21 professionals:

- Enhanced due process rights for arduous pay differential requests which include receiving written responses from departments
- Protected our right to training for hostile and threatening behavior
- Protected our right to training in infectious disease control
- Protected our right to the alternate pre-retirement death benefit

We increased compensation for our Unit 21 professionals:

- Won special salary adjustments (SSAs) of 5% for three (3) classifications, retroactive to July 1, 2023:
 1. Transportation Programs Consultant, Department of Education (2683)
 2. Nursing Education Consultant, Department of Consumer Affairs (8250)

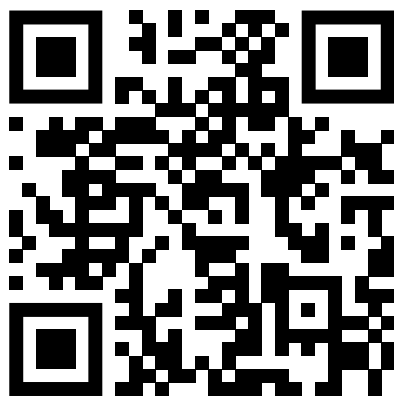
Unit 21 Bargaining Highlights, continued

3. Private Postsecondary

Education Senior Specialist
(2743)

- Secured new reimbursements of up to \$200 for job-related certifications
- Increased professional development reimbursements from \$75 to \$200
- Increased travel reimbursement rates to federal levels

Only members can vote on the contract so scan the QR code to join SEIU Local 1000 and make your voice heard



FOR MORE INFORMATION ABOUT:

- Unit wins
- Special salary adjustments
- The ratification process
- And voting locations

visit us online!

www.seiu1000.org/contract-ratification-center

SEIU LOCAL 1000

Local 1000 is a strong member-led union. The purpose of Local 1000 is to have the power necessary to give our members—and all Californians—the opportunity to have a good life, live in sustainable communities, and enjoy the fruits of social, economic and environmental justice.

We will achieve this by engaging and developing our members and by creating strategic alliances with key leaders and organizations who share our purpose and values.

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