

Service Employees International Union, Local 1000



Union Proposal

Bargaining Unit: 1

Date: May 5, 2025

Pass: 4

The Union proposes the following:

This Agreement is a Side Letter to the current Memorandum of Understanding (MOU) effective July 1, 2023 through June 30, 2026 between Service Employees International Union, Local 1000 (Union) and the State of California (State).

With respect to the Unit 1 Analyst Classification and Consolidation, the Union and the State do hereby agree as follows:

1. MAPPING AND PLACEMENT

A. Classification titles [See appendix for Full Mapping]:

• Analyst I
• Analyst II
• Analyst III
• Analyst IV

B. No employee shall be demoted or lose wages because of this classification consolidation.

2. WORKING TITLES/SPECIALIZATION

- A. Employees in the classification consolidation may, consistent with departmental rules and policies, use working titles, including specialized experience and expertise, in official business correspondence as well as for career and professional development.

3. PROBATION PERIODS

- A. All employees currently on probation shall retain their current probationary periods.

4. ANNIVERSARY DATES

- A. Employees shall maintain their original anniversary date.
- B. All employees defined above shall have no alterations or changes made to their eligibility timelines for their next Merit Salary Adjustment.

5. JOINT LABOR MANAGEMENT COMMITTEE

- A. The Union and the State agree to form a Joint Labor Management Committee (JLMC) to discuss consolidation efforts, including, but not limited to implementation and future consolidation series. The JLMC shall meet at least once per quarter. Additional meetings can be scheduled upon agreement with both parties. The JLMC shall abide by Article 5.10 of the MOU. Topics of discussion shall include, but are not limited to:
 - 1. Implementation of the generalist consolidation.
 - 2. Expanded scope of classifications under a future phase of the generalist consolidation.

3. Mapping of expanded scope of classifications under a future phase of the generalist consolidation.

6. LIMITED TERM DESIGNATED EMPLOYEES

- A. The parties agree that this Side Letter Agreement does not change, alter, or restrict the rights of Limited Term employees, or the ability for departments to utilize Limited Term employees.
- B. The parties agree that no Limited Term employees shall be terminated solely because of this reclassification and consolidation.

7. LEAD RESPONSIBILITIES

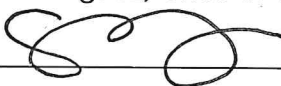
- A. The parties agree that this reclassification and consolidation shall not impact the Unit 1 Lead Responsibilities, outlined in Section 14.13.1 of the MOU.

THE PARTIES FURTHER AGREE:

This agreement may be signed by e-signature and in counterparts, which, when all necessary signatures are obtained, shall have the same force and effect as though all signatures were executed on one document.

UNION

Susan Rodriguez, Chair of Unit 1

 5/8/25

STATE

Jeff Keil, CalHR


5/16/25

Class Code	Class Title	Class Code	Class Title	Salary Range
4672	HEALTH ANALYST	5157	Analyst I	Range A \$3,749.00 - \$4,698.00 Range B \$4,059.00 - \$5,081.00 Range C \$4,968.00 - \$6,093.00
4685	ASSISTANT RISK ANALYST			
5103	PENSION PROGRAM ANALYST			
5156	JUNIOR STAFF ANALYST (GENERAL)			
5157	STAFF SERVICES ANALYST (GENERAL)			
5183	TEST VALIDATION AND DEVELOPMENT SPECIALIST I			
5203	RETIREMENT PROGRAM SPECIALIST I			
5250	RECORDS MANAGEMENT ANALYST I			
5361	ADMINISTRATIVE ASSISTANT I			
8447	ASSISTANT HEALTH CARE SERVICE PLAN ANALYST			
9051	CONSULTING COMMUNICABLE DISEASE REPRESENTATIVE			
9513	FAIR EMPLOYMENT AND HOUSING CONSULTANT I			
9518	FIELD EXAMINER I, AGRICULTURAL LABOR RELATIONS BOARD			
1822	POLITICAL REFORM PROGRAM SPECIALIST	5393	Analyst II	Range A \$5,855.00 - \$7,327.00
4289	ASSOCIATE PROGRAM SPECIALIST, CALIFORNIA DEBT ADVISOR COMMISSION			
4414	ASSOCIATE MEDICAL ELIGIBILITY ANALYST			
4658	ASSOCIATE RISK ANALYST			
4742	ASSOCIATE BUSINESS MANAGEMENT ANALYST			
4901	ASSOCIATE MATERIALS ANALYST			
5104	ASSOCIATE PENSION PROGRAM ANALYST			
5142	ASSOCIATE PERSONNEL ANALYST			
5168	TEST VALIDATION AND DEVELOPMENT SPECIALIST II			
5188	RETIREMENT PROGRAM SPECIALIST II (TECHNICAL)			
5197	TRAINING OFFICER I			
5246	ASSOCIATE MANAGEMENT ANALYST			
5265	RECORDS MANAGEMENT ANALYST II (SPECIALIST)			
5284	ASSOCIATE BUDGET ANALYST			
5334	ASSOCIATE OPERATIONS SPECIALIST, FRANCHISE TAX BOARD			
5358	ADMINISTRATIVE ASSISTANT II			
5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST			
5493	ASSOCIATE SMALL BUSINESS OFFICER			
7371	EDUCATION AND OUTREACH SPECIALIST			
8404	COMMUNICABLE DISEASE SPECIALIST I			
8448	ASSOCIATE HEALTH CARE SERVICE PLAN ANALYST			
9511	FAIR EMPLOYMENT AND HOUSING CONSULTANT II			
9519	FIELD EXAMINER II, AGRICULTURAL LABOR RELATIONS BOARD			
1824	POLITICAL REFORM PROGRAM SENIOR SPECIALIST	xxxx	Analyst III	Range A \$6,430.00 - \$8,049.00
4666	HEALTH PLANNING SPECIALIST I			
5335	STAFF OPERATIONS SPECIALIST, FRANCHISE TAX BOARD			
5354	ELECTIONS SPECIALIST			
8403	COMMUNICABLE DISEASE SPECIALIST II	xxxx	Analyst IV	Range A \$7,064.00 - \$8,942.00
8406	STAFF HEALTH CARE SERVICE PLAN ANALYST			
9547	FAIR EMPLOYMENT AND HOUSING CONSULTANT III (SPECIALIST)			
4648	HEALTH PLANNING SPECIALIST II	xxxx	Analyst IV	Range A \$7,064.00 - \$8,942.00
5346	SENIOR OPERATIONS SPECIALIST, FRANCHISE TAX BOARD			
Class Code	Class Title	# of EEs	Proposed Action	
9052	COMMUNICABLE DISEASE REPRESENTATIVE	0	Abolish	

87 5/18/25

John Doe 5/16/25