

Side Letter Agreement between  
Service Employees International Union (SEIU), Local 1000, Bargaining Unit 11,  
And the State of California

Pursuant to the Bargaining Unit 11 Memorandum of Understanding (MOU), Article 14 – Classification, Section 14.9.11 and as a result of the necessitated workgroup, the California Department of Human Resources (CalHR), in partnership with the California Department of California Correctional Health Care Services (CCHCS), California Department of Corrections and Rehabilitation (CDCR), California Department of Developmental Services (CDDS), California Department of State Hospitals (DSH), California Department of Food and Agriculture (CDFA), California Department of Public Health (CDPH), and California Department of Fish and Wildlife (CDFW) proposed to revise the minimum qualifications of the Laboratory Assistant Series and the Laboratory Assistant, Correctional Facility Series classification specifications to incorporate phlebotomy job functions and require a California State license/certification or an equivalent credential to practice as a phlebotomist in the State of California. In addition, the proposal modified the minimum qualifications for the Laboratory Assistant and Laboratory Assistant, Correctional Facility classifications to require a high school diploma or its equivalent. The revisions also address outdated language in the classification specifications.

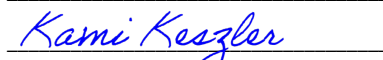
As identified in the State's notice to SEIU, Local 1000 dated March 7, 2025, a revision to the Laboratory Assistant Series and Laboratory Assistant, Correctional Facility Series classification specifications to include licensure/certification requirements for phlebotomy work along with adjusting the minimum qualifications and updated language was submitted for placement on the State Personnel Board's agenda. Subsequently, on June 9, 2025, the State Personnel Board adopted the revised classification specifications.

This agreement is a side letter of the current MOU, effective July 1, 2023 through June 30, 2026, between the SEIU, Local 1000 and the State of California.

I. Amend Section 11.50.11 (Phlebotomy Differential)

Effective the pay period following ratification by both parties, the differential outlined in Section 11.50.11 shall be increased from two hundred dollars (\$200) to four hundred dollars (\$400) a month.

TA 8/6/25 @ 11:20 am

  
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Kami Keszler  
California Department of Human Resources

  
  
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SEIU, Local 100, for Bargaining Unit 11