



Union Proposal
Bargaining Unit 15

Tentative Agreement: October 13, 2025, 1:56pm

Proposal No: 2

The Union proposes the following language:

With respect to the closure of the California Rehabilitation Center (CRC), the Union and the State do hereby agree as follows:

In addition to the CRC Voluntary Transfer Process (VTP) Agreement dated October 13th, 2025, the following provisions will apply. The State of California and SEIU Local 1000 agree to provide CDCR employees appointed permanently or with a Mandatory Right of Return (MROR) to the Correctional Supervising Cook (Correctional Facility) (2183) classification at CRC the opportunity to voluntary transfer into California Correctional Health Care Services (CCHCS) should they be unsuccessful in obtaining a transfer within CDCR.

A. Voluntary Transfer Process Eligibility – Correctional Supervising Cooks (Correctional Facility) (2183) Only:

- a. Employees from CRC working as a Correctional Supervising Cook (Correctional Facility) (2183), who participate in the VTP, and are unsuccessful in

receiving a VTP placement within CDCR will be provided with the opportunity to transfer into identified viable positions outside the area of impact (i.e. class to class; time base to time base).

- b. Under this process, employees at California Rehabilitation Center (CRC) working as Correctional Supervising Cook (Correctional Facility) (2183) and employed by California Department of Corrections and Rehabilitation (CDCR) shall be eligible to transfer within fifty (50) miles outside the area of impact (i.e. class to class; time base to time base) to CCHCS. This eligibility applies only after they first attempt a Voluntary Transfer Process (VTP) within their original hiring authority.
- c. In order to facilitate this process, eligible CRC employees in the CSC classification shall receive both CDCR and CCHCS VTP process addendum worksheets at the same time. This allows them to express interest in available positions within either department.
- d. Work location options will include the following information:
 - i. CDCR/CCHCS Institution – Institution
 - ii. CDCR HQ – Division Program/Office
 - iii. CCHCS HQ/Regional Office

FOR THE STATE:

Signed by:

 Brian Lin Walsh

Date 10/16/2025

Brian Lin Walsh
Labor Relations Officer
California Department
of Human Resources

Signed by:

 Jasmine McKim

Date 10/15/2025

Jasmine McKim
Labor Relations Officer
California Department of
Corrections and Rehabilitation

Signed by:

 Cindie Fonseca

Date 10/15/2025

Cindie Fonseca
Labor Relations Officer
California Correctional Health Care Services

FOR THE UNION:

DocuSigned by:

 Eric Murray

Date 10/14/2025

Eric Murray
Chair, Bargaining Unit 15
SEIU Local 1000

Signed by:

 Olga Khripunov

Date 10/14/2025

Olga Khripunov
Staff, Contract Department
SEIU Local 1000



Union Proposal

Units 1, 3, 4, 11, 15, 17, and 20

Tentative Agreement: October 13, 2025, 1:56pm

Proposal No: 3

The Union proposes the following language:

A. Voluntary Transfer Process Eligibility

- a. CDCR and CCHCS employees appointed permanent to classification that remain identified as impacted by the closure of California Rehabilitation Center (CRC), or who have a Mandatory Right of Return (MROR) to CRC, shall be eligible to participate in the Voluntary Transfer Process (VTP) related to the closure of CRC.
- b. Employees will be provided access to seniority scores for employees within Riverside County.
- c. Employees will be provided the opportunity to express interest in the locations identified within their respective department that has viable vacancies or positions via their VTP Election Worksheet. Placement through VTP will only be offered to viable vacancies or positions outside of Riverside County.
- d. Employees shall be eligible to transfer into any viable positions identified by their respective department outside of the area of impact; class to class; time base to time base.
 - i. For the purposes of this agreement the following classifications are considered interchangeable:
 - ii. (2287) Teacher (Elementary, Multiple Subjects) (Correctional Facility) and (2290) Teacher (High School, Multiple Subjects) (Correctional Facility).
- e. Work location options will include the following information:
 - i. CDCR/CCHCS Institution – Institution
 - ii. CDCR HQ – Division Program/Office
 - iii. CCHCS HQ/Regional Office

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B. Relocation Notice Timeline

- a. Employees may receive notification of their awarded work location within fourteen (14) calendar days of the VTP worksheet due date.
 - i. Employees awarded a transfer to a new work location will have an appointment effective date December 2, 2025.
 - ii. Physical Report Date noticing time periods are outlined in (b) and (c).
 - iii. When the effective date of the transfer has to change due to unforeseen circumstances, the department will notify the impacted employee within ten (10) business days.
 - iv. If after notification of a physical report date, an impacted employee secures housing (i.e. lease, mortgage, non-refundable deposits) related to their relocation and can provide documentation of such, the department shall not change the effective physical report date.
- b. Employees shall receive no less than thirty (30) calendar days' notice before being required to physically report to their new location, when the new work location is less than fifty (50) miles from their current work location. Any earlier physical report date must be mutually agreed upon between the employee, their current supervisor, and supervisor at their new work location.
- c. Employees shall receive no less than forty-five (45) calendar days' notice before being required to physically report to their new location, when the new work location assignment results in a change in residence if the work location is more than fifty (50) miles from their current work location. Any earlier physical report date must be mutually agreed upon between the employee, their current supervisor and supervisor at their new work location.
- d. Employees who are relocating their residence fifty (50) miles or greater from their current residence shall be allowed up to twenty-four (24) hours of ATO to seek housing and address other needs related to relocation.

- e. Employees who are relocating their residence one hundred (100) miles or more from their current residence shall be allowed up to thirty-two (32) hours of ATO to seek housing and address other needs related to relocation.
- f. The ATO requests in (d) and (e) above do not have to be taken consecutively and shall not be unreasonably denied.
- g. In the event an employee's request for ATO cannot be granted, prior to denial, the request must be elevated to the appropriate Headquarters; Labor Relations Office for review and approval/denial.
- h. Employees may request to use their own leave credits, up to 40 hours to assist with relocation, and delay their physical report date. Use of these leave credits shall not be unreasonably denied.
- i. The notice periods in (b) and (c) will be applicable to employees who, based on operational need, physically remain at CRC after the physical report date shall be entitled to reimbursements in accordance with Article 12.1 (Business and Travel Expenses).

C. Relocation Stipend

- a. CDCR and CCHCS permanent employees or those who have a MROR to CRC who are reasonably required to relocate their residence more than fifty (50) miles as a result of successfully participating in the VTP related to the closure of CRC, shall receive a one-time payment related to the relocation in the amount of \$1,500.

D. Bid Positions

- a. Employees shall have the opportunity to participate in the annual Post and Bid process at their new work location even if the annual Post and Bid process is carried out prior to their physical report date.
- b. In the event the annual Post and Bid process is conducted prior to the conclusion of the VTP, a supplemental bid process will be conducted.

- c. The departments shall honor previously awarded vacation bids.

E. Continued Eligibility for Development Programs

- a. Where feasible, the department shall enable employees currently participating in a professional development program to maintain participation in the program.
 - i. Where feasible, employees participating in apprenticeship programs shall be allowed to continue to participate in an apprenticeship program upon transfer to a new work location.
 - ii. Where feasible, employees participating in department-run development programs such as Upward Mobility or Career Mobility shall maintain their participation and eligibility for these programs at their new work location.

F. Subsequent Future Institution/Facility Closure

- a. If an employee participates in the VTP and is awarded a new work location that is subsequently ordered closed after this agreement has gone into effect, the employee shall have first pick during future VTP related to that subsequent closure.
 - i. This right of first pick shall expire for CVSP employees on March 31, 2026.
- b. If the departments are aware of another CDCR institution scheduled for closure prior to the award of the VTP, those positions will not be included in the awarding process.

G. Expedited Dispute Resolution

- a. All disputes concerning the application of this agreement shall be directed to the Expedited Dispute Resolution Committee for resolution, this committee will be the final level of review.
- b. The Committee shall be comprised of two (2) members of management from CDCR, two (2) members of management from CCHCS, (not to exceed four (4) members of

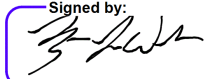
management) and one (1) member of CalHR Labor Relations, and five (5) SEIU representatives.

- c. This Committee will meet within five (5) business days upon written request to management or SEIU representative/grievant. This Committee will remain in effect until there are no longer SEIU employees working at CRC.

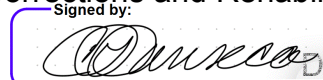
H. Expiration

- a. This agreement shall expire effective June 30, 2027.

FOR THE STATE:

Signed by: 
 Date 10/16/2025
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 Brian Lin Walsh
 Labor Relations Officer
 California Department
 of Human Resources

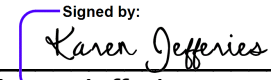
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 Jasmine McKim
 Labor Relations Officer
 California Department of
 Corrections and Rehabilitation

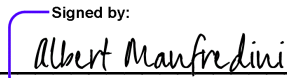
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 Cindie Fonseca
 Labor Relations Officer
 California Correctional
 Health Care Services

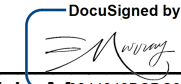
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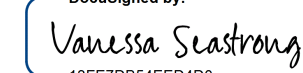
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 Karen DeVoll
 Designee of Chair, BU 1
 SEIU Local 1000

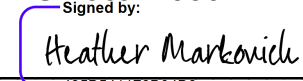
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 Robert Holtz
 Chair, BU 3
 SEIU Local 1000

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 Karen Jefferies
 Chair, BU 4
 SEIU Local 1000

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 Albert Manfredini
 Chair, BU 11
 SEIU Local 1000

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 Eric Murray
 Chair, BU 15
 SEIU Local 1000

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 Vanessa Seastrong
 Chair, BU 17
 SEIU Local 1000

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 Heather Markovich
 Chair, BU 20
 SEIU Local 1000

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Signed by:

Olga Khripunov

Date 10/14/2025

Olga Khripunov
Staff, Contract Department
SEIU Local 1000