



January 14, 2026

Monica Erickson, Director  
California Department of Human Resources  
1515 S Street, North building, Suite 500  
Sacramento, California 95811

Re: Negotiations pursuant to the Ralph C. Dills Act between  
SEIU Local 1000 (Bargaining Unit 1, 3, 4, 11, 14, 15, 17,  
20 and 21) and the State of California "Sunshine Process"

**ANICA WALLS**  
President

**DAVID JIMENEZ**  
Vice President/  
Secretary-Treasurer

**DELONNE JOHNSON**  
Board Chair

**SUSAN RODRIGUEZ**  
Chief Negotiator

**SERVICE EMPLOYEES  
INTERNATIONAL UNION  
SOC, CLC**

1808 14th Street  
Sacramento, CA 95811

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

Dear Ms. Erickson:

SEIU Local 1000, the exclusive representative for employees in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 and 21 hereby submits its "sunshine proposal" pursuant to Government Code section 3523.

Local 1000 intends to bargain in good faith the successor agreement to the Memorandum of Understanding which expires on June 30, 2026. Local 1000 reserves the right to introduce additional proposals within the confines of the Sunshine Process.

Local 1000 is committed to the belief that all Californians deserve the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice. To that end Local 1000 may submit proposals including, but not limited to, the following:

**Preamble**      The Union proposes to maintain the current language.

**Article 1**      Recognition – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.

- Article 2      Union Representatives – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals to ensure state worker rights and allow for the provision of efficient and effective state services.
- Article 3      Union Security – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including the processing of state employee information to the Union.
- Article 4      State's Rights – Local 1000 proposes to maintain the current language.
- Article 5      General Provisions – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.
- Article 6      Grievance, Arbitration, and AWOL Procedures – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.
- Article 7      Holidays – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.
- Article 8      Leaves – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this

- Article, including clarification language with the intent of addressing banked leave issues.
- Article 9      Health and Welfare – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including addressing the costs of health care.
- Article 10     Health and Safety – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals for improving the safety of state workers and providing effective and efficient state services.
- Article 11     Salaries – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals for salary adjustments that will help attract and retain qualified, experienced state workers, to provide effective and efficient state services.
- Article 12     Allowances and Reimbursements – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including increases in business and travel expense reimbursements.
- Article 13     Career Development – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals that will give state workers the tools and training necessary to deliver effective and efficient public services to the people of California.

- Article 14      Classification – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals recognizing and compensating employees for the work they are performing in appropriate classifications.
- Article 15      Transfer – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals that allow employees to be considered for openings in departments in a fair and consistent manner and address problems with involuntary transfers and consolidations of departments and agencies.
- Article 16      Layoff – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals to ensure layoff processes are fair and allow for the continued ability to provide effective and efficient state services.
- Article 17      Retirement – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals for retirement security.
- Article 18      Permanent Intermittents – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals to ensure fairness in the administration of the system and to ensure the provision of efficient and effective state services.

- Article 19 Hours of Work and Overtime – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals to eliminate mandatory overtime.
- Article 20 Post and Bid – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.
- Article 21 Miscellaneous – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals to ensure flexible work schedules and telework.
- Article 22 State Special Schools – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.
- Article 23 California Department of Corrections and Rehabilitation (CDCR), Division of Juvenile Justice (DJJ) – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.
- Article 24 Entire Agreement and Duration – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article, including proposals for a multi-year agreement.
- Article 25 California Department of Corrections and Rehabilitation (CDCR), Adult Programs (OCE) – Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in this Article.

Side Letters      Side Letters, Addenda and Appendices - Local 1000 will bargain in good faith and may submit proposals to add, modify, delete or otherwise change language in the Side Letters, Addenda and Appendices, including proposals that will ensure the provision of efficient and effective state services.

We are prepared to move these negotiations to conclusion expeditiously; a goal we hope is shared by the State. Our hope is that we conclude this process prior to the expiration of the current agreement.

Sincerely,

A handwritten signature in black ink, appearing to read "SUSAN RODRIGUEZ".

Susan Rodriguez  
Chief Negotiator  
SEIU Local 1000