



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

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:

**SERVICE EMPLOYEES
INTERNATIONAL UNION
SOC, CLC**

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.

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- 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, consisting of a series of loops and a long horizontal stroke extending to the right.

Susan Rodriguez
Chief Negotiator
SEIU Local 1000