



Union's Proposal

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

Tentatively agreed: September 14, 2026 2:18PM

Union Proposal No: 4

The Union proposes the following language:

The parties acknowledge that all impacted employees received an Options worksheet and, at the employee's request, an Options meeting was available.

Post and Bid

1. All eligible Bargaining Unit 15 (BU15) employees shall be afforded the opportunity to participate in the applicable Post and Bid process at the work location where they are placed in the Options process as outlined in the MOU. BU15 employees shall participate without loss of compensation.
2. All eligible Bargaining Unit 17 (BU17) employees shall be afforded the opportunity to participate in the applicable Post and Bid process at the work location where they are placed in the Options process as outlined in the MOU. BU17 employees shall participate without loss of compensation.
3. All eligible Bargaining Unit 20 (BU20) employees shall be afforded the opportunity to participate in the applicable Post and Bid process at the work location where they are placed in the Options process as outlined in the MOU. BU20 employees shall participate without loss of compensation.

Approved Leave Requests

Employees who are awarded placement within CDCR or CCHCS as a result of the layoff options process shall have any previously approved leave requests honored at their new work location. This would be applicable to all types of pre-approved leave including, but not limited to, vacation

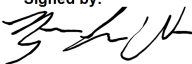
time, professional development days, pre-scheduled medical leave or PLP hours.

Upward Mobility and Career Mobility Programs

Where feasible, employees who are currently participating in an approved Upward Mobility, Career Mobility, or Apprenticeship program shall be afforded the ability to continue to participate in the program at their new work location.

The parties agree this Agreement will expire on November 30, 2027.

For the State

Signed by:


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Brian Lin Walsh,
Principal Labor Relations Officer
CalHR

Signed by:


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Jasmine D. McKim,
Labor Relations Manager I
Office of Labor Relations, CDCR

Signed by:


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Alana Vasquez, Chief
Labor Relations Unit, CCHCS

For the Union

Signed by:


9C0A41ABD0FD493...
Olga Khripunov,
Staff Contract Department
SEIU Local 1000

Signed by:

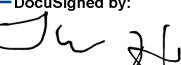

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Cloria Knotts
Designee of Chair, BU 1
SEIU Local 1000

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4B70FB98311744F...
Alex Hamilton
Designee of Chair, BU 3
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433E470852C44DD...
Karen Jefferies
Chair, BU 4
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Garth Underwood

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