



Union Proposal

Master Table

Date _____

8/28/19
6:14 pm

Kristine Rodrigues

Proposal No: 1

The Union proposes the following rollover language:

Lisa Brown

5.1 No Strike

During the term of this Contract, neither the Union nor its agents nor any employee, for any reason, will authorize, institute, aid, condone, or engage in a work slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the State.

Susan Elvey
Dana Madlesky

The Union agrees to notify all of its officers, stewards, chief stewards, and staff of their obligation and responsibility for maintaining compliance with this section, including the responsibility to remain at work during any activity which may be caused or initiated by others, and to encourage employees violating this section to return to work.

Pat
John
Name Patto
Alana

Sam
Bob
Chris

Haythorn

John
John

Key (2/10/19)

Bob

George

IA
0915 28 Aug 19
Wagner
Mark
LC man
Bob
Mal
Steve
Robert Jega
Terry
Brad
Bob

TA 2/15 28 Aug 19
LOCAL 1000
SEIU
Stronger Together

Union Proposal
Master Table

614
8/28/19
Kustine
Rodriguez
Proposal No: 1

Date _____

The Union proposes the following rollover language:

5.2 No Lockout

No lockout of employees shall be instituted by the State during the term of this Contract.

Lowrance

Edwacker

800

TRM

John Jeffis

Paul Will

Robert

Mar Palm

Al Cant

Refum

Miguel

Budke Perma

John

Susan Dan

Demetrius

Pat

John

Name Folto

Wanda

Emily

Christina

Stephanie

Helen

870

Mr. Rossi

John



Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

5.3 Individual Agreements Prohibited

The State shall not negotiate with or enter into memoranda of understanding or adjust grievances or grant rights or benefits not covered in this Contract to any employee unless such action is with Union concurrence.

TA
1534 31 Jul 19

Wagner
800

TAllen

Greeniffis

Brad Will

Robert

~~Master~~

Howard

Ham

Maryl

Brock

TA

7-31-19
3:34 PM

STATE

Paul M. J.

S. S. S.

Boyer

W. H.

K. S.

R. C.

Kel

Mary

Susan Davoy

Deanna

Maria

2/12/2019 12:28 PM

Ala

to



Union Proposal

Master Table

Date 8-19-19

Proposal No: 2

IA
1247 19 Aug 19

Wendy
800
Tina
Kurt
Mick
Amanda

The Union proposes the following language:

5.4 Savings Clause

Should any provision(s) of this Contract be found unlawful by a court of competent jurisdiction or invalidated by subsequently enacted legislation, the remainder of the Contract shall continue in force. Upon occurrence of such an event, the parties shall meet and confer as soon as ~~practical~~practicable to renegotiate the invalidated provision(s).

North
Brad
Albert
Helen
Brooke

IA
Plata
State
Tina
Mary
SSW
Helen
Mame
Danna
Susan
Stacy
Pam
Pam
8/8/2019 10:04 AM
Kris



Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

#1533 31 Jul 19

Y. Swicker

800

TRIM

Handwritten signature

Bradley
Robert Jase

Handwritten signature

The Union proposes the following rollover language:

5.5 Reprisals

The State and the Union shall be prohibited from imposing or threatening to impose reprisals by discriminating or threatening to discriminate against employees, or otherwise interfering with, restraining, or coercing employees because of the exercise of their rights under the Ralph C. Dills Act or any right given by this Contract. The principles of agency shall be liberally construed.

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature

TA

7-31-19
3:33 PM

State

Handwritten signature

SS Salk

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature

KVADSON

Handwritten signature

Key Duross

Manna Pahl

Mary Hart

Handwritten signature

Handwritten signature

Susan Davey

2/12/2019 12:28 PM

Donna Hadesey

Handwritten signature



Union Proposal

Master Table

Date 8/23/19

6:40 AM

JH

Proposal No: 2

1A 1740 23 Aug 19

W. J. ...

800

TRIN

Green ...

Bryd ...

Robert ...

Marie ...

K. ...

Ruise ...

Myra ...

Suzanne ...

The Union proposes the following language:

5.6 Supersession

The following enumerated Government Code sections and all existing rules, regulations, standards, practices and policies which implement the enumerated Government Code sections are hereby incorporated into this Contract. However, if any other provision of this Contract alters or is in conflict with any of the Government Code sections enumerated below, the Contract shall be controlling and supersede said Government Code sections or parts thereof and any rule, regulation, standard, practice, or policy implementing such provisions.

A. Government Code Sections

1. General

19824 Establishes monthly pay periods.

19838 Provides for methods of collecting overpayments and correcting payroll errors to employees.

Stark

[Signature]

SS

VN

ADT

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

19839 Provides lump sum payment for unused vacation accrued or compensating time off upon separation.

19888 Specifies that service during an emergency is to be credited for vacation, sick leave and Merit Salary Adjustments (MSA).

2. Step Increases

19829 Requires CalHR to establish minimum and maximum salaries with intermediate steps.

19832 Establishes annual MSAs for employees who meet standards of efficiency.

19834 Requires MSA payments to qualifying employees when funds are available.

19835 Provides employees with the right to cumulative adjustments for a period not to exceed two years when MSAs are denied due to lack of funds.

State

[Handwritten signature]

[Handwritten signature]

VN

ADT

[Handwritten signature]

MM

[Handwritten signature]

JRC

KS

OMP

VP

[Handwritten signature]

an

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

SR

VN

[Handwritten signature]

BW

rv

mp

[Handwritten signature]

[Handwritten signature]

MC

BP

19836

Provides for hiring at above the minimum salary limit in specified instances.

Shub

19837

Authorizes rates above the maximum of the salary range when a person's position is downgraded. (Red Circle Rates)

[Handwritten signature]

3. Holidays

19853

Establishes Holidays.

[Handwritten initials: VN, ADT]

19854

Adds Establishes Personal Holiday.

4. Vacation

19856

Requires CalHR to establish rules regulating vacation accrual for part-time employees and those transferring from one State agency to another.

[Handwritten initials: M11, SO, J12, K5, MP, NB, W, AT]

19856.1

Allows CalHR to establish rules for vacation accrual for absences of ten days or less.

[Handwritten initials: AA, Bw]

19858.1

Establishes vacation earning rate.

[Vertical list of handwritten initials: USRU, SR, VA, 12, BAN, RV, mvd, te, MC, BP]

19863 Allows vacation use while on temporary disability (due to work-incurred injury) to augment paycheck.

19991.4 Provides that absence of an employee for a work-incurred compensable injury or disease is considered continuous service for the purpose of the right to vacation.

5. Sick Leave

19859 Defines amount earned and methods of accrual for full-time and part-time employees.

19861 Allows CalHR to establish rules for sick leave accrual for absences of ten days or less.

19862 Allows for accumulation of sick leave.

19863 Allows sick leave use while on temporary disability (due to work incurred injury) to augment paycheck.

19863.1 Provides sick leave credit while employee is on industrial disability

Stubs

[Signature]

[Signature]

VN

ADT

[Signature]

MIM

[Signature]

JLC

KD

JMP

NB

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

BW

usw

SR

TA

MJ

BW

RV

MD

[Signature]

[Signature]

MG

BP

leave and prescribes how it may be used.

uguo
SR
TK
1/2
BSW
RV
mcd
to
RR
MC
BP

19864

Allows CalHR to provide by rule for sick leave without pay for employees who have used up their sick leave with pay.

Stok

19866

Allows rules to allow sick leave accumulation for non-civil service employees.

FR

19991.4

Provides that absence of an employee for a work-incurred compensable injury or disease is considered continuous service for the purpose of the right to sick leave.

SA
VN
ADT
MIA
SO

6. Uniforms, Work Clothes, and Safety Equipment

19850

Definitions.

19850.3

CalHR to determine need for uniform replacement.

19850.4

Provides for work clothes for purposes of sanitation or cleanliness

10
SMP
NR
W
AT
A
JFH
3W

to be maintained and owned by the State.

19850.5 Provides for initial issuance of required safety equipment at State expense.

7. Industrial Disability Leave (IDL)

19869 Defines who is covered.

19870 Defines "IDL" and "full pay".

19871 Provides terms of IDL coverage in lieu of workers' compensation temporary disability payment.

19871.1 Provides for continued benefits while on IDL.

19872 Prohibits payment of temporary disability or sick leave pay to employees on IDL.

19873 Inapplicability of retraining and rehabilitation provisions of Labor Code to employees covered by IDL.

Stark

[Handwritten signature]

~~STO~~

VN

ADT

[Handwritten signature]

MH

SO

JTK

KD

JMP

VB

AT

[Handwritten signature]
BW

[Handwritten notes on left margin: ypuw, SR, T/A, 10/2, B/W, EV, m/p, J, ML, SP]

W
SR
TJ
12
BW
RV
MCD
td
R
MC
BP

- 19874 Allows employees to receive workers' compensation benefits after exhaustion of IDL benefits.
- 19875 Requires three-day waiting period, unless hospitalized or disability more than 14 days.
- 19876 Payments contingent on medical certification and vocational rehabilitation.
- 19877 Authorizes CalHR to adopt rules governing IDL.
- 19877.1 Sets effective date.

State

R

~~ADT~~
VN
ADT

8. Non-Industrial Disability Insurance (NDI)

- 19878 Definitions.
- 19879 Sets the amount of benefits and duration of payment.
- 19880 Sets standards and procedures.
- 19880.1 Allows employee option to exhaust vacation prior to NDI.

MM
SO
JRC
KD
FMR
NB
W

at
A
B

UGW
SR
TIA
M
Bw
RV
mcp
AC
R
MC
BP

19881 Bans NDI coverage if employee is receiving unemployment compensation.

19882 Bans NDI coverage if employee is receiving other case payment benefits.

19883 Provides for discretionary deductions from benefit check, including employer contributions; employees do not accrue sick leave or vacation credits or service credits for any other purpose.

19884 Filing procedure; determination and payment of benefits.

19885 Authorizes CalHR to establish rules governing NDI.

9. Life Insurance

21600 Establishes group term life insurance benefits.

21604 Provides for Death Benefit from PERS.

stake
P
VN
ADT
M
B
JTK
KO
MP
RB
W
AT
K
HA
Bw

21605 Sets Death Benefit at \$5,000 plus 50 percent of one year's salary.

10. Health Insurance

22808 Provides for continuation of health plan coverage during leave of absence without pay.

Stake

22870 Provides for employee and employer contribution.

[Handwritten signature]

22871 Sets employer contribution.

S.L.

22871.3 Sets employer contribution.

*VN
ADT*

11. Work Week

19843 Establishes Work Week Groups.

[Handwritten signature]

19851 Sets 40-hour work week and eight-hour day.

*MH
SD
JK
15*

12. Overtime

19844 Directs CalHR to establish rules regarding cash compensation time off.

*MP
NB
D
AT*

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

*ugw
8R
TW
1g.
BW
RV
mcd
Ka
R
MC
BP*

WGU
K
JK
BW
13
13
MCP
TA
MC
RV
BP

19848 Permits the granting of compensating time off in lieu of cash compensation within 12 calendar months after overtime worked.

19849 Requires CalHR to adopt rules governing overtime and the appointing power to administer and enforce them.

State
P

19863 Allows use of accumulated compensable overtime while on temporary disability (due to work-incurred injury) to augment paycheck.

SM

13. Deferred Compensation

19993 Allows employees to deduct a portion of their salary to participate in a deferred compensation tax-advantaged retirement savings plan.

VN
ADT
ATT
JFK
SO
MP

14. Relocation Expenses

19841 Provides relocation expenses for involuntary transfer or promotion requiring a change in residence.

←
HJ
PA
d
at
A
BWW

15. Travel Expenses

19820 Provides reimbursement of travel expenses for officers and employees of the State on State business.

19822 Provides reimbursement to State for housing, maintenance, and other services provided to employees.

16. Leaves of Absence

19991 Allows release time for civil service examinations.

19991.1 Allows leave without pay, not to exceed one year, assures right of return.

19991.2 Allows the appointing power to grant a two-year leave for service in a technical cooperation program.

19991.4 Provides that absence of an employee for work-incurred compensable injury or disease is considered as continuous service for

YRW
SR
TA
M
BRW
RV
MCP
AL
RR
ML
SP

State
D
S
STO
VN
ADT
MIN
SO
JTC
KO
IMP
NB
AN
K
ATK
J
BWR

purposes of salary adjustments, sick leave, vacation, or seniority.

19991.6 Provides one year of pregnancy leave or less as required by a permanent female employee.

17. Performance Reports

19992 Allows the establishment of performance standards.

19992.1 Requires performance reports to be accurate.

19992.2 Requires the appointing power to prepare performance reports and show them to the employee.

19992.3 Requires performance reports to be considered in salary increases and decreases, layoffs, transfers, demotions, dismissals, and promotional examinations as prescribed by CalHR rule.

18. Involuntary Transfers

YRW
SR
TD
M.
BW
RV
MCD
MC
BP

Stake
D
ADT
M.H
SVO
JAC
KD
JMP
NB
A
B.W

19841 Provides relocation expenses for involuntary transfer or promotion requiring a change in residence.

19994.1 Authorizes involuntary transfers. Requires 60-day prior written notice when transfer requires change in residence.

19994.2 Allows seniority to be considered when two or more employees are in a class affected by involuntary transfers which requires a change in residence.

19. Demotion and Layoff

19997.2 Provides for subdivisional layoffs in a State agency subject to CalHR approval. Subdivisional reemployment lists take priority over others.

19997.3 Requires layoffs according to seniority in a class, except for certain classes in which employee efficiency

YRW

SR

VIA

17.

BW
RV

MCD

te
SR

MC

BP

3hr

P

IN
ADT

MH

OO

JTK

KP

JMP

NB

W

an

G

HA

BW

is combined with seniority to determine order of layoff.

19997.8 Allows demotion in lieu of layoff.

19997.9 Provides for salary at maximum step on displacement by another employee's demotion, provided such salary does not exceed salary received when demoted.

19997.10 An employee displaced by an employee with return rights may demote in lieu of layoff.

19997.11 Establishes reemployment lists for laid-off or demoted employees.

19997.12 Guarantees same step of salary range upon recertification after layoff or demotion.

19997.13 Requires 30-day written notice prior to layoff and not more than 60 days after seniority computed.

19998 Employees affected by layoff due to management-initiated changes

used
SR
M
BW
RV
MCD
JC
ML
SP

slake

VN
ADT

MM

JTK
KP

JMP
NB

Bru

should receive assistance in finding other placement in State service.

19998.1

State restriction on appointments.

20. Incompatible Activities

19990

Requires each appointing power to determine activities which are incompatible, in conflict with, or inimical to their employees' duties; provides for identification of and prohibits such activities.

State

[Signature]

21. Training

19995.2

Provides for counseling and training programs for employees whose positions are to be eliminated by automation, technological, or management-initiated changes.

S.S.

*VN
ADT*

[Signature]

MM

JK

KS

JMP

VB

[Signature]

[Signature]

19995.3

Provides for the Department of Rehabilitation to retrain and refer disabled State employees to positions in State service.

[Signature]

BLW

[Signature]

800

[Signature]

Karen [Signature]

Brad Willis

Robert Joga

Mun [Signature]

[Signature]

Lisa [Signature]

Myel Cole

Doreen [Signature]

and Housing (DFEH), and/or the Federal Equal Employment Opportunity Commission (EEOC).

D. The filing of a grievance is not mandatory and neither the filing nor non-filing of a grievance shall be construed as a waiver of an employee's right to maintain a separate, private cause of action.

E. No employee shall be subject to retaliation or threats of retaliation, nor shall any employee be restrained, coerced or otherwise interfered with in the exercise of his/her rights under this section. Alleged retaliation may be subject to the grievance and arbitration procedure.

ignawer
TRUM
Karen Jeffers
Bruce Allen
Robt Vega
Maureen
A. Cant
Shawn
Miguel Cochran
Brenda Pinn

Stak
Per
ST som
✓
✓
JTR
Ko
FALL
SO
MP
B. J.
IN
NOT at
CEG
8/2/19



Union Proposal

Master Table

Date 8-19-19

Proposal No: 2

TA
1847 19 Aug 19

8/19/19 6:00

The Union proposes the following rollover language:

TA

5.8 Sexual Harassment

State

A. No State employee shall be subject to sexual harassment. The State agrees to take such actions as necessary to ensure that this purpose is achieved, and shall post a statement of its commitment to this principle at all work sites.

B. At the employee's discretion, allegations of sexual harassment may be subject to the grievance procedure up to the third level, and/or may be appealed to the Department of Fair Employment and Housing, and/or the Federal Equal Employment Opportunity Commission. The filing of a grievance is not mandatory and neither the filing nor non-filing of a grievance shall be construed as a waiver of an employee's right to maintain a separate, private cause of action.

C. No employee shall be subject to retaliation or threats of retaliation, nor shall any employee be restrained, coerced or otherwise interfered with in the exercise of

WALKER
T...
H...
B...
B...
M...
C...
L...
M...
B...

Stark
J...
SSA
M...
D...
S...
J...
C...
M...
B...



Union Proposal
Master Table

Date _____

6:14pm
6/28/19
Krustine Rodriguez
Proposal No: 1

Lisa Danciu

The Union proposes to delete the following language:

~~5.9 Geographic Compensation Task Force~~

~~SEIU Local 1000 (the Union) and the State of California (the State) recognize that recruitment and retention issues exist in certain geographic areas. The Union and the California Department of Human Resources (CalHR) agree to establish a Geographic Compensation Task Force, with the goal of researching the following:~~

- ~~Identify critical compensation criteria to evaluate different geographic regions. These shall include but not be limited to: (1) comparable wages, (2) housing costs, (3) transportation costs, (4) commute costs, (5) childcare costs, and (6) healthcare costs;~~
- ~~Identify and review other city, county, state and federal programs utilized to address geographic compensation issues.~~

Susan Danciu
Danna Hadesky
Patt

Name Blifo
Hand

tim
off
CEP

imvank
Hand

Hand
Hand
Hand

1A
2117 28 Aug 19

u s w a e l l e r

800

Murphy
Susan Adam
Robertson

Mye Cole
Hand

TRIN

Bradwell

Karen Jeffers
Booker Piersma

~~The Union and the State shall each designate one co-chair and be entitled to select a maximum of five (5) other representatives; they shall select their own representatives. Upon mutual agreement, subject matter experts may be invited as needed to attend the meetings and provide expertise. Task Force members and employee subject matter experts shall serve without loss of compensation. The Task Force shall meet monthly but may adjust the schedule by mutual agreement. The first meeting shall take place no later than September 1, 2016.~~

~~An agenda shall be agreed upon at least five (5) work days in advance of the meeting. Any information request will be responded to within a reasonable amount of time, which normally should not exceed thirty (30) calendar days.~~

~~The Task Force shall schedule and meet with the Director of CalHR no later than September 1, 2017, to advise him/her of the results of its research and discussions.~~

W. W. Keller
8/28
Mud
R. J. ...
R. ...
M. ...
K. ...
B. ...
H. ...
B. ...

KR
8/29
SD
OH
R
K
MP
8/27/2019 11:32 AM
B...



Union Proposal
Master Table

Date 7-31-19

TA
1630 31 Sep 19

you will
800

Proposal No: 1
7-31-19 4:30pm
Stark

The Union proposes the following rollover language:

5.10 Labor/Management Committees

A. The State and SEIU encourage the use of Labor Management Committees to address issues of mutual concern in a problem solving context. Upon request of either party, a Labor/Management Committee (JLMC) shall be established to address specific or ongoing issues such as:

1. Workload.
2. Productivity.
3. Making the worksite more efficient and effective.
4. Improving the quality of service.

B. An established JLMC shall adhere to the following guidelines:

1. The JLMC will consist of equal reasonable number of management representatives selected

Handwritten signatures and notes on the left side of the page, including names like 'Bill', 'Susan', 'Burt', 'Mand', 'Cowan', 'Krumm', 'Myrdal', and 'Bucke'.

Handwritten signatures and notes on the right side of the page, including names like 'John', 'L.S.M.', 'Burt', 'Karl', 'Susan', 'Mandy', 'Diana', 'John', 'Mandy', 'Mandy', 'Mandy', 'Mandy'.



Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

5.11 Dignity Clause

The State is committed to providing a workplace where all employees, regardless of their classification or pay status, are treated by supervisors and managers in a manner that maintains generally accepted standards of human dignity and courtesy. Employees alleging they have not been treated accordingly may file a grievance. The decision reached at Step 3 (CalHR) shall be final.

Handwritten notes in blue ink: "1634 31 Aug 19", "ygrwalker", "800", "TMM", "Greenfield's", "Brad Will", "Robert Olson", "New State".

Handwritten notes in blue ink: "K. Cant", "K. Leuma", "Miguel Cruz", "Brooke Penn".

Handwritten notes in blue ink: "(TA)", "State", "7-31-19 4:34 PM", "TAPM 8h", "S. Sch", "Kathy DeBos", "K. Sch", "Susan Davey", "Thomas", "Helen", "Mary", "Dina".

Handwritten signature in blue ink: "Dina".



Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

5.12 Upward Mobility Program

Each department shall establish and maintain an upward mobility program consistent with CalHR Regulations. At the request of the Union, the department shall meet to discuss their upward mobility program. Recommendations for adding to or deleting from the upward mobility program shall be considered by the department. Any change shall be consistent with the CalHR regulations.

TA
1529 3/5/19
C. R. Wacker

TKM
Kenny's
Brad Allen
Robt Jose
Manshan

Carant
Alcuma
Mynd Calder
Booker Pen

State
TA
7-31-19
3:29 PM
SSul
Blw
Heldt
Klasch
Key Dates
Mary Hall
Haythorn
Susan Daves
Donna Hadesy
Mame Polito



Union Proposal

Bargaining Unit 1

Date 8/7/19

Proposal No: 1

TA SEIU Local 1000

SR 8/7/19 @ 2:36pm

TA 8.7.19

The Union proposes the following rollover language:

State

5.13.1 Correctional Case Records Analyst Workload

2:36pm

Committee (Unit 1)

The State and the Union agree to continue the Joint Labor/Management Committee to review the Correctional Case Records Analyst workload, mandatory overtime and training.

Handwritten signature

The State and the Union shall each be entitled to select a maximum of five (5) representatives. The Co-Chairs of the Joint Committee shall be one (1) individual selected by the Union and one (1) individual selected by the State. The State and the Union shall select its own representatives. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. Committee members and employee subject matter experts shall serve without loss of compensation.

Handwritten notes: G-DELTA, Susan Dawney, Cui

Handwritten signatures: Kuyf, Kuyf, Kuyf

The Committee shall meet at a minimum of at least once per quarter. The Committee by mutual agreement shall determine its meeting schedule, ground rules and agenda. The Co-Chairs shall finalize the agenda a minimum of fourteen (14) days in

Handwritten notes on the left margin: CA, DB, 9:00, GA, R, KD, CF, B, CM, MF

advance of the meeting. The Union shall provide the State with any information requests a minimum of fourteen (14) days in advance of the meeting. The State shall respond to the information requested before each scheduled meeting date.

The Committee members shall discuss and make recommendations on the following:

1. Workload;
2. Alternatives to mandatory overtime;
3. Training.

The Joint Committee may mutually agree to develop written reports after concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern(s) and any joint recommendations.

TA SEIU Local 1000

802
~~James Zaer~~
James Zaer
Harry Price
~~Mark...~~
Mark
Sheli L. Byers
Heand D. Coy
John C. Moon
Catalyne M. Allie
Arthur Bonner
Joyce Wheeler-Owens
[Signature]

[Signature]
Karen Devall
Brenda J. Moore
Omar Gray
Russell Johnson
Mandy K. Ford

State
[Signature]
SC
ADT
SO
EC
BC
KVS
KD

Within ninety (90) days from the contract ratification, the Co-Chairs shall meet to select the first four (4) departmental participants and determine meeting dates. The Union and the State shall select its own corresponding representatives. California Department of Human Resources (CalHR) agrees to facilitate departmental participation. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. Task Force members and employee subject matter experts shall serve without loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting. The Task Force shall meet biannually or more often as agreed to by the Task Force.

The Co-Chairs shall finalize an agenda at least five (5) days in advance of the meeting.

TA-7130/19 10:23
SM
JK
2019/7/30/19@1023
Bud
AS

B04
Karen Jeffs
Nishi Matsumoto
J E Alvaraz
Aida Lopez
Jerry Gray
Luis Lillo
[Signature]



Union Proposal

Master Table

Date 7-31-19

Proposal No: 2

TA 4:32 AM
7.31.19
Stak

The Union proposes the following language:

~~5.14 Joint Labor/Management Committee—Model Policy~~

~~A. It is in the best interest of the State and the Union to~~

~~jointly develop a consistent alternate work schedule~~

~~policy for 4/10/40 work schedules. Therefore, the~~

~~Union and the Department of Human Resources~~

~~(CalHR) agree to establish a Joint Labor/Management~~

~~Committee (Committee) to develop a 4/10/40 work~~

~~week policy.~~

~~B. The Committee shall consist of ten (10) members, five~~

~~(5) selected by the Union and five (5) selected by the~~

~~CalHR. The Co Chairs of the Committee shall be one~~

~~individual selected by the Union and one individual~~

~~selected by the CalHR. The Committee shall meet~~

~~monthly after the ratification of this contract. The Co-~~

~~Chairs shall agree on an agenda prior to the date of~~

~~the meeting.~~

~~C. The model policy recommendation shall be completed~~

~~and in writing before the expiration of the contract.~~

Handwritten signatures and initials on the right side of the page, including names like 'Stak', 'Mame Polito', and 'Hilde Huen'.

Handwritten notes and signatures on the left side of the page, including 'TA 1632 1455 31 sue 19', 'Robert Bega', 'Brook Miller', and 'Brook Peen'.

TA/1632 315u019
Lynne Waller

[Signature]

Robert Vega

[Signature]

[Signature]

[Signature]

Taren Jeffers

Brad Wilcox

[Signature]

Brook Pierce

~~CalHR shall encourage departments to use the mutually agreed upon policy and make it available to all departments.~~

~~D. The State agrees that the Union representatives shall participate on the Committee without loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.~~

State

[Signature]

SL
BLW
KO

12/5

SO

[Signature]

MH

SGR

OH

[Signature]

[Signature]

MP

JTR

VN

[Signature]



Union Proposal

Bargaining Unit 1

Date 7/29/19

Proposal No: 1

TA SEIU Local 1000

The Union proposes the following language:

SR 7/29/19 @ 1:50pm

13 HP

MN

SLB DB

CH

JL

W

Tom

KD

MA

CG

Quo

FR

at

lb

Em

BF

MF

5.14.1 Guide, Historical Monument Joint Labor Management Committee (JLMC) – California Department of Parks and Recreation (Unit 1)

A. The purpose of the Joint Labor Management Committee (JLMC) shall be to provide a forum for the California Department of Parks and Recreation (Department) and Service Employees International Union Local 1000 (Union) to discuss the workload, overtime, safety issues, and training for the Guide, Historical Monument classification.

B. The Committee shall meet up to twice per year. The State and Union shall each be entitled to select a maximum of five (5) representatives. The Department and Union shall each select its own representatives. The Co-Chairs of the Joint Committee shall be one (1) individual selected by the Union and one (1) individual selected by the Department. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussion. Committee

TA STATE
7/29/19 @ 1:50pm
Paul Singh
SSW
Susan Daw
Kathy
Klaich
any

TA SEIU Local 1000

807

James Zuer
Harry Price

Walt

Alexis

Dylan Pomeroy

Catalina Alto

Heard Coy

Travis Miller

John Crawford

Karen DeWitt

Heidi Clark

David

Jay Williams

Brend J. Mat

David

Donna

Debra

Russell Johnson

Marilyn

members and employee subject matter experts shall serve without loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.

C. One (1) committee meeting will be held in Sacramento and one (1) will be held at Hearst Castle.

D. The committee by mutual agreement shall determine its meeting schedule, ground rules and agenda. The Department and Union shall finalize the agenda a minimum of fourteen (14) days in advance of the meeting. The Union shall provide the State with any information requests a minimum of fourteen (14) days in advance of the meeting. The Department shall respond to the information requested before each scheduled meeting date.

The Joint Committee shall develop mutual written reports after concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern(s) and any joint recommendations. Such reports shall be sent to the Director of the California Department of Parks and Recreation, or his/her designee, for review and possible implementation.

STATE

pr

SW

Susan Dan

Kelly DeBross

Paul

KVS

CE

BR



Union Proposal

Bargaining Unit 14

Date 7/30/19
@ 2:50

Proposal No: 1

The Union proposes the following language: The cleanup language

5.14.14 BU 14 Upward Mobility Joint Labor/Management Committee (Unit 14) FESP

TA SEIU Local 1000
RV
RJ

A. Within sixty (60) days of contract ratification the State and the Union agree to continue the Joint Labor/Management Committee on Upward Mobility to assist departments in complying with their upward mobility requirements.


B. The BU 14 Joint Labor/Management Committee on Upward Mobility will consist of at least eight (8) members, four (4) management members selected by CalHR and four (4) Union members selected by the Union. The committee shall be co-chaired by one of the Union's representatives, along with a co-chair representing the State.

C. At the request of the Union, the committee will meet quarterly. Members of the committee will be granted state release time for all committee meetings.

TA 7/30/19 @ 2:50
Stacyllwanda
B...
C...
A. Baldwin, Susan
A... B...

D. The committee will develop a handbook identifying outside funding sources for educational opportunities, apprenticeship programs, internships, career counseling and other assistance for upward mobility. The committee may include internal state sources for career training opportunities.

E. Each department shall establish and maintain an upward mobility program consistent with SPB regulations. At the request of the Union, the department shall meet to discuss their upward mobility program. Recommendations for adding to or deleting from the upward mobility program shall be considered by the department. Any change shall be consistent with the SPB regulations.

TA 7/30/19 @ 2:50
SM
Bm

Ala

TA SEIU Local 1000
Robert Jegan
Edward Page
Russell Johnson



Union Proposal

Bargaining Unit 1

Date 7/29/19

Proposal No: 1

TA SEIU Local 1000

7/29/19 @ 1:58 pm

Handwritten notes on the left margin: OR, J3, HP, MN, SB, JC, CA, DB, 900, 154, KD, C&P, Bsp, QM, PJ, 9M7

The Union proposes the following rollover language:

5.15.1 Joint Labor Management Committee – Employment Development Department (EDD) Workforce Services Branch (WSB) Job Service Field Division (JS) and Unemployment Insurance Branch (UIB) Employment Program Representatives (EPR) and Disability Insurance Branch (DIB) Disability Insurance Program Representatives (DIPR) (Unit 1)

Handwritten notes on the right margin: STATE, TA, 7/29/19, 1:58 pm, [Signature], [Signature], Key DeBos, [Signature], Khasol, [Signature]

The purpose of the Joint Labor Management Committee (JLMC) shall be to provide a forum for EDD (State) and Service Employees International Union Local 1000 (Union) to discuss workload concerns and promote quality customer service.

The Committee shall meet at a minimum of at least once per quarter. The State and the Union shall each be entitled to select a maximum of five (5) representatives. The State and Union shall each select its own representatives. No more than two (2) Union representatives shall be from the same branch. The Co-

TA SEIU Local 1000

800
~~James Z...~~
Harry Price
~~Mark...~~
Melt
Alicia L. Bryan
Jean D. Coy
~~John...~~
Catalina Miller
Delon Brown

~~Jay...~~
~~Michael...~~
J. R. Miller
Karen Devoll
~~...~~
Brenda M...
Ondra Cray
Russell Johnson
Mark J. Hill

Chairs of the Joint Committee shall be one (1) individual selected by the Union and one (1) individual selected by the EDD. The State agrees that the Union representatives who are EDD employees will serve and participate on the Committee without loss of compensation.

The Committee by mutual agreement shall determine its meeting schedule, ground rules and agenda. The State and Union shall finalize the agenda a minimum of fourteen (14) days in advance of the meeting. The Union shall provide the State with any information requests a minimum of fourteen (14) days in advance of the meeting. EDD shall respond to the information requested before each scheduled meeting date.

The Joint Committee may mutually agree to develop written reports after concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern and any joint recommendations.

This article does not abridge nor limit the exercise of management's rights as articulated in Article 4, State's Rights.

STATE
P
E
AF
SD
IC 01
JWB
E
BR



Union Proposal
Bargaining Unit 11
Date August 7, 2019

Proposal No: 3

The Union proposes the following rollover language:

5.15.11 Joint Labor Management Committee (JLMC) (Unit 11)

The purpose of the Joint Labor Management Committee (JLMC) shall be to provide a forum for SEIU Local 1000 Unit 11 and the State to address issues of mutual interest. The committee shall include representatives of management from California Department of Transportation, Department of Water Resources, Department of Fish and Wildlife, Department of Food and Agriculture, and Air Resources Board, and a representative from the Department of Human Resources to meet quarterly to discuss issues of concern to the employees represented by the Union. Issues of concern to Unit 11 employees in other departments may also be raised at the Committee. Issues to be discussed shall include but not limited to:

- a. Architectural and Engineering: training and upward mobility.

T/A
08/07/19
4:55 PM
BW

@

Age

PA

NG

AU

TA
4:55 PM
08/07/19
VN
18
AK
LE
STP

- b. Classification Issues: review and discuss concerns regarding existing classification specifications and/or title structures relative to the duties assigned to employees and/or the needs of the State.
- c. Health and Safety: issues impacting Unit 11 employees in multiple departments or issues that are unresolved by Departmental Health and Safety Committees.

The committee shall meet at a minimum of at least once per quarter, and shall meet for a sufficient amount of time to properly address the issues. The State and the Union shall each be entitled to select a maximum of six (6) representatives. The State and Union shall each select its own representatives. No more than two (2) Union representatives shall be from the same department. The Co-Chairs of the Joint Committee shall be one individual selected by the Union and a Department of Human Resources representative. The Co-Chairs shall agree on an agenda fourteen (14) calendar days in advance of the meeting. The JLMC shall by mutual agreement determine the meeting schedule and the ground rules. Once an issue has been discussed it shall not be the topic of a subsequent meeting except with mutual concurrence.

BW
 @
 AK
 AM
 (B)
 NG

TA 4:55pm
 05/07/19
 VN
 10
 ch
 LF EP

The State agrees that the Union representatives shall participate on the Committee without loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.

Brod Willis
Alan Hutson

Albin M...
[Signature]
[Signature]
[Signature]

TA 4:55pm
08/07/19
vj [Signature]
[Signature]
Chris

[Signature]

[Signature]
[Signature]



Union Proposal

Bargaining Unit 1

Date 7/29/19

Proposal No: 1

TA SEIU Local 1000

The Union proposes the following language:

TA 7/29/19 1:57pm

8K 7/29/19 @ 1:57pm
A3

5.16.1 Disability Determination Services (DDSD) Joint Labor Management Committee (Unit 1)

TC (change space) 1:53pm

STATE

The State and the Union agree to continue a joint labor management committee (JLMC) to discuss issues of mutual concern in a problem solving context regarding work performed by Disability Evaluation Analysts (DEA's) who work in the Disability Determination Services Division (DDSD) of the California Department of Social Services (CDSS).

[Handwritten signature]

The State and the Union shall each be entitled to select a maximum of four (4) representatives. The Co-Chairs of the JLMC shall be one (1) committee member selected by the Union and one (1) committee member selected by the State. The State and the Union shall select its own representatives. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. JLMC members and employee subject matter experts shall serve without loss of compensation.

[Handwritten signatures: L. Son, Susan Dancy, Kay Dancy, etc.]

[Vertical list of handwritten initials: CA, JL, P, LT, 910, MA, MN, SLB, HP, HA, DB, @m, MJ, etc.]

TA SEIU Local 1000

James Z...
Green
James D. Coy
Robert...
J. R. Phillips
Carolyn Allen
Jay Williams
Neal...
Michelle
Shirley L. Lynn
Hazey Price
Brenda...
Karen Devell
Delaine Bonner
Mark...
McCray
Russell Johnson
Michael...

The JLMC agrees to meet at least once semi-annually. The JLMC, by mutual agreement, shall determine its meeting schedule, ground rules and agenda. The Co-Chairs shall finalize the agenda a minimum of fourteen (14) days in advance of the meeting. JLMC meetings shall not be considered contract negotiations and shall not be considered a substitute for the grievance procedure. The Union shall provide the State with any information requests a minimum of fourteen (14) days in advance of the meeting. The State shall respond to the information requested before each scheduled meeting date.

The JLMC shall discuss specific and ongoing issues such as:

1. Workload
2. Overtime
3. Training, career advancement and upward mobility
4. Improving the quality of service
5. Productivity

The committee may mutually agree to develop written reports after concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern(s) and any joint recommendations.

STATE
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]



Union Proposal

Bargaining Unit 4

Date 7/30/19
@ 10:23

Proposal No: 1

The Union proposes the following language:

5.16.4 Disability Determination Services Division (DDSD)

Joint Labor Management Committee (Unit 4)

A. Joint Labor Management Committee

The State and the Union agree to continue a joint labor/management committee (JLMC) to discuss issues of mutual concern in a problem solving context regarding work performed by Program Technicians (PTs) who work in the Disability Determination Services Division (DDSD) of the California Department of Social Services (CDSS).

The State and the Union shall each be entitled to select a maximum of four (4) representatives. The Co-Chairs of the JLMC shall be one (1) committee member selected by the Union and one (1) committee member selected by the State. The State and the Union shall select its own representatives. Upon mutual agreement, subject matter experts may be

TA 7/30/19
@ 10:23
Steph...
7/30/19 @ 10:23

Pr...
A. Baldwin Swails

But
1/2
AM
Dea
me
ing
ga.
KVS

[Handwritten signature]

invited to attend the meetings and contribute to the discussions. JLMC members and employee subject matter experts shall serve without loss of compensation.

The JLMC agrees to meet at least semi-annually. The JLMC, by mutual agreement, shall determine its meeting schedule, ground rules and agenda. The Co-Chairs shall finalize the agenda a minimum of fourteen (14) days in advance of the meeting. JLMC meetings shall not be considered contract negotiations and shall not be considered a substitute for the grievance procedure. The Union shall provide the State with any information requests a minimum of fourteen (14) days in advance of the meeting. The State shall respond to the information requested before each scheduled meeting date.

The JLMC shall discuss specific and ongoing issues such as:

1. Workload
2. Overtime

TA 7/30/19 @ 10:23

SM
BLL 7/31/19 @ 10:23
BVA
JTK

BVA
M
M
lea
jul
TAG
CVA
KYS

3. Training, career advancement and upward mobility
4. Improving the quality of service
5. Productivity

The committee may mutually agree to develop written reports after concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern(s) and any joint recommendations.

JTA 7/30/19 @ 10:23

SM
LW 7/30/19 @ 10:23

By
JTK

BU4
Karen Jenkins
Mudita Gitsumob

JE Alaray
Tada Lopez
Lerry Gray
April Allen
~~_____~~
Zolt A.



Union Proposal

Bargaining Unit 15

Date 8/2/19

2:45p

Proposal No: 2

The Union proposes the following language:

5.16.15 Custodian Task Force Joint/ Labor Management Committee (Unit 15)

The State agrees to establish a Joint/ Labor Management Committee (JLMC) to discuss issues of mutual concern in a problem solving context regarding work performed by the Custodians who work in the Department of General Services (DGS), the California Department of Veterans Affairs (DVA CalVet), the Department of State Hospitals (DSH) and the California Prison Industry Authority (CalPIA). Topics include but shall not be limited to duties performed, equipment operated, cleaning methods utilized, and individual custodial cleaning requirements unique to individual worksites. No less than thirty (30) calendar days prior to meeting, the Union shall notify the State of the departments that will attend the JLMC. Upon the Union's request, CalHR shall assist with notifying the departments of the meeting date(s), start time, and meeting locations. The Union shall provide the State with an agenda of the meeting no less than five (5) days prior to meeting and Eeach party attending the committee may have up to five (5)

SEIU 1000
Mauldin
John O'Mara
Rica D. Becast
R.H.L.

@ 3:19p
TA 8/2/19
Stacy Thorne

Maggie Greig
L
MO

representatives and shall convene within no less than one hundred twenty (120) days of the ratification of the Contract by both parties. The committee shall meet at least quarterly. Union representatives who are State employees shall suffer no loss in compensation and shall be provided a reasonable amount of State paid release time. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.

~~Mary Galt~~
Dana O'Neil
Yisa D. Bercast
Zilly

TA 8/2/19
@ 3:19p
mm
we
←
jmo



Union Proposal

Bargaining Unit 1

Date 7/25/19 10:19am

TA

Proposal No: 1 8-7-19

The Union proposes the following language:

5.17.1 Recruitment and Retention Committee (Unit 1)

The State agrees to establish a Recruitment and Retention Committee that shall meet on an annual basis to discuss the recruitment and retention issues of Bargaining Unit 1 classifications.

~~This Committee shall not review classifications included in the GSI project or classifications that receive a special salary adjustment during the term of this contract.~~

The Committee shall consist of ten (10) members: five (5) selected by the State and five (5) selected by the Union.

Committee members or expert witnesses required by the Committee shall serve without loss of compensation.

The Committee shall review no more than ten (10) classifications annually. The review shall include a comparison of compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits) as well as vacancy rates (both historical and current).

State

[Handwritten signature]

SSR

Susan Dawe

Angela DeLuca

Ciri

[Handwritten signature]
Holly Adams
Katie Schick

[Handwritten signature]

TA SEIU Local 1000

8/7/19 @ 2:29pm

[Handwritten scribble]

~~James Zee~~

James Zee

Harry Price

John L. Moore

Caryn Altes

[Handwritten signature]

Shirley Brown

Jean D. Cof

Rosam Borman

[Handwritten signature]

Karen DeBell

Jay V. DeBuler

[Handwritten signature]

McCray

Russell Johnson

[Handwritten signature]

If the Committee agrees that pay equity adjustments are recommended for the effective recruitment and retention of particular classifications, the State and the Union shall mutually report their findings to the Director of the California Department of Human Resources (CalHR). The Director of CalHR shall report these findings to the administration.

All disputes relating to this article are not grievable or arbitrable.

TA SEIU Local 1000

State

~~James Zos~~
Harry Price
John C. Moore

Bundy Mot
C. McCray
Russell Johnson
Mark J. [unclear]

Carely Allen
J. R. Phillips

Ashli L. Byer
Jean D. Caf

Dalmar Bonner
[unclear]

[unclear]
Karen DeWalt
[unclear]

for
SD
ADT
[unclear]
[unclear]
[unclear]
[unclear]



Union Proposal

Bargaining Unit 15

Date 7/25/19 8/2/19 @ 11:53
10:52

Proposal No: 1

The Union proposes the following language:

~~5.17.15 California Department of Corrections and Rehabilitation (CDCR) — Division of Adult Institutions (DAI), Correctional Supervising Cook (CSC) Task Force (Unit 15)~~

~~Upon request of the Union, a task force will be established at CDCR — DAI. The purpose of the task force is to explore the hiring and retention for the classification of Correctional Supervising Cook. The task force will discuss overtime concerns and make recommendations regarding these issues. The task force shall be comprised of an equal number of representatives of the Union and CDCR, not to exceed four (4) each. Employees shall suffer no loss of compensation as a result of participation in the task force. Any recommendations from the task force shall be advanced to the appropriate individual as identified by CDCR — DAI for review and consideration. Within 90 days upon ratification of the contract, CDCR — DAI will identify the name of the appropriate individual.~~

~~The task force shall meet quarterly until the recommendations have been advanced to management.~~

SEIU 1000
MLP
JPR
AC
[Signature]
[Signature]
Gina Brest
Zolt H

TA - deletion
8/2/19 @ 11:53
[Signature]
4/26/2019 3:26 PM
[Signature]



Union Proposal
Bargaining Unit 17

Date 7/30/19

TA

Proposal No: 1

The Union proposes the following rollover language:

**5.17.17 Classification Recruitment and Retention
Committee (Unit 17)**

The State agrees to establish a Recruitment and Retention Committee that shall meet on an annual basis to discuss the recruitment and retention issues of Bargaining Unit 17 classifications.

The Committee shall consist of six (6) members: three (3) selected by the State and three (3) selected by the Union.

Committee members or expert witnesses required by the Committee shall serve without loss of compensation.

The Committee shall review no more than six (6) classifications annually. The review shall include a comparison of compensation (e.g. salary, other pay items, compensated leave, and education) as well as vacancy rates (both historical and current).

If the Committee agrees that pay equity adjustments are recommended for the effective recruitment and retention of

TA 1:28pm
UNION

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

particular classifications, the State and the Union shall mutually report their findings to the Director of the California Department of Human Resources (CalHR). The Director of CalHR shall report these findings to the Administration.

All disputes relating to this Article are not grievable or arbitrable.

TA Union

MK

~~Edward~~

Murkin

Tommy Jackson

Don Steadman

Starte

Deleah

ASB

~~Stadman~~
Gardner
Rus



Union Proposal

Master Table

Date 7-31-19

TA
7.31.19
4:29 PM

Proposal No: 1

The Union proposes the following rollover language:

5.18 Budget Solutions Task Force

SEIU Local 1000 (the Union), the California Department of Human Resources, the Department of Finance, and the Department of General Services agree to continue the Contracting Task Force ("Task Force") established by the June 21, 2012 Side Letter Agreement, with the goal of achieving real savings by:

- Identifying priority contracts to review and analyze the data available from DGS State Contract and Procurement Registration System (eSCPRS). Additional contracts may be requested by the Contracting Task Force;
- Reducing the use of contractors and contract employees performing work that could be appropriately performed at less expense to the State by state employees;

Stak
 [Handwritten signatures and initials including: K. S. Sun, K. J. Dalross, K. Walsh, Susan Dancy, K. H. Hart, D. M. H. H. H., M. M. M. M., M. M. M. M., M. M. M. M.]

TA
 1629
 3/5/2019
 [Handwritten signatures and initials including: M. M. M. M., M. M. M. M., M. M. M. M.]

[Handwritten signatures and initials including: K. Cant, L. L. L. L., M. J. M. J., S. S. S. S.]

TA
1629 31/5/2019
yrew

- Developing plans to transfer work currently performed by outside contractors to state employees; and
- Reducing the cost of contracts.

SR
TR
14
Bw
RV
MEX
KC
RH
ME
BP

The Union and the State shall each be entitled to select a maximum of five (5) representatives. The Co-Chairs of the Contracting Task Force shall be one (1) Task Force member selected by the Union and one (1) Task Force member selected by the State. The Union and the State shall select its own representatives. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. Task Force members and employee subject matter experts shall serve without loss of compensation. The Task Force shall meet at least quarterly or more often as agreed to by the Task Force.

The Co-Chairs shall finalize the agenda at least 5 days in advance of the meeting. The Department of General Services shall be responsible to secure the actual contracts that will be evaluated during the Task Force meetings.

The Task Force will make recommendations regarding its findings with respect to which contracts may be cancelled or reduced by the State as a budget solution. The Task Force

Stake
P
Bw
KC
MS
SO
MH
SR
DH
MP
JTC
VN
HH

TA
1629 3/28/19

W. Swartz

TDW

Karen Jeffers

Brad Green

Robert Vero

M. Stewart

X. Cant

A. Kaur

M. J. Card

B. R. Parn

shall produce an annual report, by June 30th identifying contracts which have been reviewed by the Task Force. This report shall include which contracts have been reviewed, what the recommendation was for the contract, an explanation of why a contract was not submitted to be cancelled or reduced, and what actions were taken by the State.

State
TR

SW
KVS
SD

MH

SR

PH

AV

MP

JTK

VN

HH



Union Proposal

Bargaining Unit 14

Date 7/30/19
@ 2:50

Proposal No: 1

The Union proposes the following rollover language:

**5.18.14 Joint Labor Management Committee (JLMC) –
Office of State Publishing (OSP) (Unit 14)**

The parties agree to establish a JLMC to make recommendations on the future of the printing trades in Bargaining Unit 14.

The committee will focus on industry trends for the future growth of OSP through technological innovation, digital media production, web-to-print applications, equipment, and training.

The committee shall be comprised of four (4) union representatives and four (4) management representatives.

Union representatives shall serve without loss of compensation.

TA SEIU Local 1000

Robert Vega
Edward Lopez
Russell Johnson

TA 7/30/19 @ 2:50
Steve Blum
Calvin Blum
Walt W.
Brian J. Walsh
A. Baldwin



Union Proposal
Bargaining Unit 15

Date _____

Proposal No: 2

SEIU 1000
[Signature]
[Signature]
Lisa D. Bocast
[Signature]

The Union proposes the following language:

5.18.15 Food Service Workers Task Force Joint Labor Management Committee (Unit 15)

The State agrees to establish a Joint/Labor Management Committee (JLMC) to discuss issues of mutual concern in a problem solving context regarding work performed by the food service workers who work in the California Department of Corrections and Rehabilitation (CDCR), the Department of State Hospitals (DSH), the Department of Developmental Services (DDS), the California Department of Veterans Affairs (DVACalVet), the California Department of Corrections and Rehabilitation – California Correctional Health Care Services (CDCR-CCHCS), ^{sket} and the California Department of Education (CDE). Topics include but shall not be limited to recruitment and retention, duties performed, equipment operated, and individual food service worker requirements unique to individual worksites. No less than thirty (30) calendar days prior to meeting, the Union shall notify the State of the departments that will attend the JLMC. Upon the Union's request, CalHR shall assist with notifying the departments of the meeting date(s).

TA @ 3:11
8/2/19
Stacy [Signature]
[Signature]
[Signature]
Maqui G. Rey

T.C.
2:48
8/2/2019

start time, and meeting location. The Union shall provide the State with an agenda of the meeting no less than five (5) days prior to meeting- and Each party attending the committee may have up to five (5) representatives ~~and shall convene within no less than one hundred twenty (120) days of the ratification of the Contract by both parties.~~ The committee shall meet at least quarterly. Union representatives who are State employees shall suffer no loss in compensation and shall be provided a reasonable amount of State paid release time. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.

Max S. [unclear]
Jan [unclear]
Victor Bozart
[unclear]

TA 8/2/19 @ 3:19

SM

[unclear]

MO

UK



Union Proposal
Bargaining Unit 20

Date _____

Proposal No: 1

The Union proposes the following rollover language:

5.18.20 - Labor/Management Committee, California School for the Deaf, Riverside (Unit 20)

At the California School for the Deaf, Riverside, management and the Union will hold regular meetings to address workplace issues pursuant to Article 5, section 5.10, Labor Management Committee.

TA LOCAL 1000
7/25/19
@ B21
SEIU

[Handwritten signature]

Karen Frank
[Handwritten signature]

Patricia J. Hynes
[Handwritten signature]

Steph Clark
[Handwritten signature]

[Handwritten signature]

TA @ B21
7/25/19

Annette Kahn
[Handwritten signature]

[Handwritten signature]

[Handwritten signature]
Jeannette Hamilton
Nilda Herrera



Union Proposal
Bargaining Unit 3

Date 8/5/19

Proposal No: 1

TA @ 5:19

8/5/19

TA
SK

The Union proposes the following rollover language:

5.19.3 BU3 Classification and Compensation Committee (Unit 3)

The purpose of the committee shall be for SEIU Local 1000, Bargaining Unit 3 and the State to discuss topics related to compensation, classification, credentialing and related issues as they affect the recruitment and retention of highly skilled educators in State service.

The committee shall include three standing members named by the Union and at least one representative each for CalHR, CDCR and CDE. By mutual agreement, additional representatives selected by the Union and by CalHR will join the committee on behalf of rank and file and management in the following departments and divisions: CDCR/OCE, CDCR/DJJ-ESB, CDE, DDS, DSH, and DOR. Expert witnesses may also be invited by the committee.

The committee shall be co-chaired by one individual selected by the Union and one individual selected by CalHR. The Union and CalHR will agree on the agenda for each meeting at least

STATE
[Handwritten signatures and notes on the right margin]

[Handwritten initials and marks on the left margin]

4. Differentials and stipends

5. Succession planning

Suzanne Knapp

Marcus Knapp
[Signature]
[Signature]
Knapp

STATE
Jennifer White
Allyssa
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]



Union Proposal
Bargaining Unit 1

Date 7/15/19 2:23pm

Proposal No: 1

TA SEIU Local 1000
8/5/19 @ 4:53pm

The Union proposes the following language:

5.20.1 Information Technology Joint Apprenticeship Committee Joint Labor Management IT Training Committee

The Information Technology Joint Apprenticeship Committee (IT JAC) will replace the Joint Labor Management IT Training Committee.

The Joint Labor Management IT Training Committee will be established no later than sixty (60) days following completion of the revised IT classification specifications, and adoption of the classes by the SPB.

The Joint Labor Management IT Training Committee ~~The~~ **Information Technology Joint Apprenticeship Program** will consist of eight (8) members: four (4) management members selected by the State CalHR and four (4) Union members selected by the Union. Dates and times of meetings and agendas shall be mutually determined by the members of the committee. The purpose of the committee is to **provide** review training programs for IT classifications, (e.g., entry-level, career

James Zuer
Carolyne Allo
Harry Price
J.R. Alford
Laven Daboll
Jean D. Galy
Shelby
Nelson Bonner
John
Crystal Gray
Blond J. MPA
Shelby L. Brown
Fusnell Johnson
Mark J. Hill

TA 8-5-19
State
Palmer
S.S.
Kaschke
Ciri
A. Del Toro
Jug Duboss
Susanto

development and project management). Training will encompass both internal/external department-specific and outside vendor sources.

The committee will research all available sources for IT training, review the program for appropriate usage and make recommendations to State departments for their use.

The committee will meet at least every two (2) months.

Members of the committee will be granted state release time for all committee meetings.

TA SEIU Local 1000

James Z...
~~Street~~
Joy White
Carole Allen
Harry Price
J.R. Phillips
Karen Devell
Jean D. Coy
Neil A. ...
Dulaine Bonner
Nicole ...
John ...
Crystal McCoy
Blondie ...
Ashli L. Bryan

State
[Signature]
SL
VLS
GL
XDT
[Signature]
KD
DD
BZ

[Signature]
Russell ...
Mark ...



Union Proposal
Bargaining Unit 1

Date 8/5/19

Proposal No: 1

The Union proposes the following rollover language:

5.21.1 IT Reclassification Committee (Unit 1)

Negotiations between the parties will continue under the provisions of the Article 14.1.

Paulina St
8.5.19
4:46pm
TA
State

TA SEIU Local 1000
8/5/19 @ 4:46pm

- ~~James Z...~~
- Harry Price
- Wesley...
- Matt
- Alicia L. Byers
- Jean Cox
- John...
- Carole M. Hill
- Dalton Bonner
- Jane Whipple
- Neil...
- Joyce...
- Loren DeWalt
- Debra
- Frank J. Mark
- McCray
- Russell Johnson
- Wanda...

- SSL
- Abelto
- Craig
- Kasch
- Jul
- Susan Dewey
- Key Ross



Union Proposal
Master Table

Date 8/20/19

8:59 AM
TA

Proposal No: 2

TA
2059 20 Aug 19

The Union proposes the following language:

5.X Joint Task Force on the Future of Work and Civil Service

Executive Order N-11-19 established the Future of Work Commission to make recommendations for the kinds of jobs Californians may have in the future. The impact of technology on work, workers, employers, jobs, and society is a focus of the Commission's work. The Commission will study the best way to preserve good jobs, ready the workforce for the jobs of the future through lifelong learning, and ensure shared prosperity for all.

The Union and the State agree to establish a Joint Task Force (JTF) to provide recommendations to the Future of Work Commission as follows:

- Provide a list of positions in civil service and represented by Local 1000 that may be affected by new and emerging technologies in the future that the Commission may wish to include in its study.

ugw water
Munster
K Conant
Aurora Gauran
Robert Jagan
James Zee
M
Heran Jffs
My Call
Burdwell
Siobhan Pinn

State
John
SSM
Name to list
Buy
Dina-Dina
Jeff
Denna Nadesky
Key Boss
David

- Propose workforce development, training, education, and apprenticeship program ideas for state employees for consideration by the Commission.

WOODRUFF
 MURPHY
 K. CAVAN
 KANSAS
 ROBERTS
 JAMES
 [Signature]
 [Signature]
 [Signature]
 [Signature]

The State and the Union shall each designate one (1) co-chair.
The JTF shall consist of no more than five (5) management representatives selected by the department head or designee and no more than five (5) Union representatives selected by the Union. By mutual agreement the size of the JTF may be adjusted. Upon mutual agreement subject matter experts may be invited as needed to attend the meetings and provide expertise. JTF members and employee subject matter experts shall serve without loss of compensation.

The JTF shall meet monthly but may adjust the schedule by mutual agreement. The first meeting shall take place no later than sixty (60) days after the ratification of the Contract. The Task Force shall complete its work and submit a letter or report of its recommendations to the Commission by February 1, 2020.

State
 [Signature]
 [Signature]
 [Signature]
 [Signature]
 [Signature]
 [Signature]
 [Signature]
 [Signature]
 [Signature]
 [Signature]