



October 6, 2015

VIA ELECTRONIC AND U.S. MAIL  
[Rolanda.Gregory@cdcr.ca.gov](mailto:Rolanda.Gregory@cdcr.ca.gov)

Rolanda Gregory  
Labor Relations Officer  
Office of Labor Relations  
California Department of Corrections and Rehabilitation  
1515 S Street,  
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President

THERESA TAYLOR  
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Vice President for  
Organizing/Representation

MARGARITA MALDONADO  
Vice President for Bargaining

**Re: Statewide Notice Regarding the Elimination of the CDCR Registered  
Dental Assistant Continuing Education Unit Reimbursement  
CDCR Log #15-103-5**

Dear Ms. Gregory:

This is in response to the letter dated September 29, 2015 regarding the California Department of Corrections and Rehabilitation's (CDCR) intent to eliminate the Registered Dental Assistant continuing education unit reimbursement.

Pursuant to Article 24.1 of the current Memorandum of Understanding between SEIU Local 1000 (Local 1000) and the State of California, CDCR acknowledged that during negotiations they had an "unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining..." and that CDCR "voluntarily waive[ed] its right to negotiate with respect to any matter raised in negotiations or covered in this Contract."

The reimbursement of continuing education units for Registered Dental Assistants was raised in negotiations covered by this contract; therefore CDCR has waived its right to renegotiate those terms at this time. Local 1000 is requesting that CDCR immediately rescind its intent to implement the policy set forth in the September 29<sup>th</sup> letter. If Local 1000 does not receive a written rescission of this policy within five (5) business days, we will pursue all available remedies.

SERVICE EMPLOYEES  
INTERNATIONAL UNION

1808 14th Street  
Sacramento, CA 95811  
Member Resource Center  
866.471.SEIU (7348)  
[www.seiu1000.org](http://www.seiu1000.org)

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Please contact me if you wish to discuss this issue further, or have additional questions or concerns.

Sincerely,



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Contract Director  
SEIU Local 1000  
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cc: Margarita Maldonado, SEIU Local 1000, Vice President of Bargaining  
Rionna Jones, SEIU Local 1000, Chair of Bargaining Unit 20  
Alex Arnone, SEIU Local 1000, Contract Coordinator  
Samantha Anaya, SEIU Local 1000, Senior Union Representative,  
Maria Quintanar, SEIU Local 1000, Administrative Assistant