

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
Service Employees International Union (SEIU) – Local 1000  
State Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 and 21**

**General**

The employer recognizes that the Service Employees International Union (SEIU) contracts expire on July 1, 2016 and is prepared to negotiate any and all provisions of such contracts for inclusion in successor agreements. Further, the employer will consider any issue that is within scope for inclusion in successor contracts. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Union Representation Rights

Article 3 – Union Security

Article 4 – State’s Rights

Article 5 – General Provisions

Article 6 – Grievance, Arbitration, and AWOL Procedures

Article 7 – Holidays

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

Article 8 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 9 – Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

Article 10 – Health and Safety

Article 11 – Salaries

The State will be prepared to discuss changes to this provision consistent with current laws.

Article 12 – Allowances and Reimbursements

The State will be prepared to discuss changes to this article that are fiscally responsible and will achieve improved efficiencies within State government.

Article 13 – Career Development

Article 14 – Classification

Article 15 – Transfer

Article 16 – Layoff

Article 17 – Retirement

Article 18 – Permanent Intermittents

Article 19 – Hours of Work and Overtime

Article 20 – Post and Bid

Article 21 – Miscellaneous

Article 22 – State Special Schools

Article 23 – California Department of Corrections and Rehabilitation (CDCR), Division of Juvenile Justice

Article 24 – Entire Agreement and Duration

Article 25 – California Department of Corrections and Rehabilitation (CDCR), Adult Programs

Side Letters

Appendices

Addendums

### **New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.