



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

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Governor Edmund G. Brown Jr.  
Secretary, Government Operations Agency Marybel Batjer  
Director Richard Gillihan  
Acting Chief Deputy Director Pam Manwiller

February 20, 2015

The Honorable Mark Leno  
Chair, Joint Legislative Budget Committee  
Legislative Office Building  
1020 N Street, Room 553  
Sacramento, CA 95818

**Re: Addenda to Bargaining Unit (BU) 14 - Service Employees International Union (SEIU) Local 1000, Printing Trades, Memoranda of Understanding - State Compensation Insurance Fund (State Fund) Print Shop Closure**

This is to inform you of an agreement reached between the state and BU 14, (Printing Trades) represented by SEIU Local 1000.

The attached agreement is the result of months of negotiations between the State Fund and SEIU regarding the closure of the Vacaville State Fund printing plant. The operation is being closed due to the decline in State Fund's use of printed materials. While this agreement was reached in December, upon review by CalHR, this agreement was returned to all parties concerned to further clarify language within the agreement.

The seven impacted State Fund employees will have the option to transfer from the Vacaville printing office to the Pleasanton office, which will be considered a voluntary transfer for the purposes of reimbursement. Alternately, the employees will be provided the opportunity to participate in training and development assignments that can assist them to develop the skills required to transfer into other State Fund classifications. Once minimum qualifications are achieved the department will transition them into existing positions.

CalHR is submitting this addendum for the Committee's review. If you have any questions please contact Jodi LeFebre, Legislative Coordinator at (916) 327-2348.

Sincerely,

Richard Gillihan, Director  
California Department of Human Resources

Attachment

cc: Members, Joint Legislative Budget Committee

Peggy Collins, Principal Consultant  
Joint Legislative Budget Committee

Camille Wagner, Legislative Affairs Secretary  
Office of Governor Edmund G. Brown Jr.

Mac Taylor, Legislative Analyst  
Office of the Legislative Analyst

Nancy Farias, Deputy Secretary for Legislation  
Government Operations Agency

ecc:

Marianne O'Malley, Director Gen. Government  
Office of the Legislative Analyst

Nick Schroeder, Fiscal and Policy Analyst  
Office of the Legislative Analyst

Erika Li, Asst. Program Budget Manager  
Department of Finance

Craig Cornett, Chief Fiscal Policy Advisor  
Office of the Pro Tem

Charles Wright, Chief Consultant  
Office of the Pro Tem

Geoff Long, Legislative Director  
Office of the Pro Tem

Chris Woods, Budget Director  
Office of the Speaker

Greg Campbell, Chief of Staff  
Office of the Speaker

Nick Hardeman, Chief Consultant  
Office of the Speaker

Seren Taylor, Staff Director  
Senate Republican Fiscal Office

Chantele Denny, Consultant  
Senate Republican Fiscal Office

Anthony Archie, Consultant  
Assembly Republican Fiscal Office

Eric Swanson, Staff Director  
Assembly Republican Fiscal Office

Mark Ibele, Staff Director  
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Christian Griffith, Chief Consultant  
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Genevieve Morelos, Consultant  
Assembly Budget Committee

Mark McKenzie, Staff Director  
Senate Appropriations Committee

Maureen Ortiz, Consultant  
Senate Appropriations Committee

Pedro R. Reyes, Chief Consultant,  
Assembly Appropriations Committee

Joel Tashjian, Consultant  
Assembly Appropriations Committee

Pamela Schneider, Chief Consultant  
Senate PE&R Committee

Karon Green, Chief Consultant  
Assembly PER&SS Committee

Gary Link, Consultant  
Senate Republican Caucus

Terry Mast, Consultant  
Assembly Republican Caucus

Pam Manwiller, Acting Chief Deputy Director  
CalHR

David Ide, Acting Chief  
Financial Management, CalHR

LETTER OF AGREEMENT  
BETWEEN  
SEIU LOCAL 1000 AND THE STATE OF CALIFORNIA  
Concerning the  
Closure of the State Compensation Insurance Fund's print shop  
Date:

This represents the full and complete understanding reached by State of California and Service Employees International Union (SEIU), Local 1000, relating to the impacts from the closure of the State Compensation Insurance Fund's (State Fund) print shop.

This closure was due to the decline in State Fund's use of printed material.

**THE PARTIES AGREE AS FOLLOWS:**

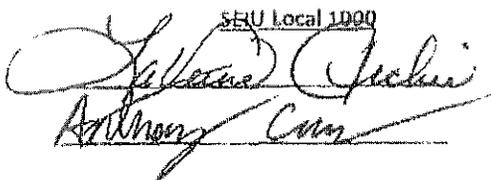
1. Printer Is will have the option to participate in a two-year Training and Development (T&D) assignment as a Workers' Compensation Insurance Technician (WCIT). At the completion of the two year T&D assignment as a WCIT the Printer Is will have the option to participate in a two year T&D assignment as a Worker's Compensation Claims Adjuster (WCCA).
2. Printer IIs will have the option to participate in a two-year Training and Development (T&D) assignment as a Workers' Compensation Insurance Technician (WCIT). At the completion of the two year T&D assignment as a WCIT the Printer IIs will have the option to participate in a two year T&D assignment as a Worker's Compensation Claims Adjuster (WCCA). At the end of the WCCA T&D, Printer II's shall be granted red circle rates for their Printer II classification, which will maintain their Printer II salary for a number of years based on their total state service months at that time. The red circle rate shall be subject to CalPERS deduction and considered compensation for retirement purposes
3. The Printing Operations Assistant will have the option to participate in a two-year T&D assignment as a Staff Services Analyst.
4. Employees impacted by the closure of the print shop shall have the option to transfer to the Pleasanton office. This transfer shall be considered a voluntary transfer for purposes of expense/reimbursement.
5. State Fund shall make every effort to accommodate alternate work schedule (AWS) request.

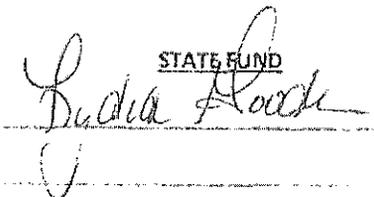
6. State Fund shall offer on-site computer training classes offered through MyStateFundCareer (e.g. or any equivalent type of training).
7. State Fund shall reopen this Meet and Confer if any employee impacted by the closure of the print shop fail to qualify for his/her new assignment at the conclusion of his/her T&D assignment.
8. Employees on a T&D will not be performing the duties of the printing series and will not be eligible for the skill pay differential.
9. This agreement shall expire on July 1, 2016. Within 30 days of expiration of this agreement, we shall meet to discuss the expiration date.

**THE PARTIES FURTHER AGREE:**

This agreement may be signed by facsimile and in parts, which, when all necessary signatures are obtained, shall have the same force and effect as though all signatures were executed on one document.

December 9, 2014

SEU Local 1000  
  
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STATE FUND  
  
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CalHR