

Labor Relations Office

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Governor Gavin Newsom
Secretary, Government Operations Agency Nick Maduros
Director Monica Erickson

January 14, 2026

SEIU Local 1000
1808 14th Street
Sacramento, CA 95814
notices@seiu1000.org

**Sent via email only &
posted on CalHR website**

RE: State Employer's Initial Meet and Confer Proposals
"Sunshine" Process [Gov't Code, §3523]

Dear SEIU:

The State Employer is prepared to begin contract negotiations with Service Employees International Union, Local 1000 (SEIU), Bargaining Unit 3 upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with SEIU.

Sincerely,

Brian E. Lin Walsh

Brian E. Lin Walsh
Principal Labor Relations Officer
California Department of Human Resources
Labor Relations Division

Attachment

cc: Paul Starkey, Deputy Director LRD

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Service Employees International Union – Local 1000
State Bargaining Unit 3**

General

The employer recognizes that the Service Employees International Union, Local 1000 (SEIU), Bargaining Unit 3 contract expires on June 30, 2026, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. 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 Representatives

Article 3 – Union Security

Article 4 – State’s Rights

Article 5 – General Provisions

Article 6 – Grievance, Arbitration, and AWOL Procedures

Article 7 – Holidays

Article 8 – Leaves

Article 9 – Health and Welfare

Article 10 – Health and Safety

Article 11 – Salaries

Article 12 – Allowances and Reimbursements

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 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 (OCE) (Unit 3)

Side Letters

Appendices

Addendums

New Proposals

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