

**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 14<sup>th</sup> Street  
Sacramento, CA 95814  
[notices@seiu1000.org](mailto: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 4 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 4**

**General**

The employer recognizes that the Service Employees International Union, Local 1000 (SEIU), Bargaining Unit 4 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 20 – Post and Bid

Article 21 – Miscellaneous

Article 24 – Entire Agreement and Duration

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.