STATE OF CALIFORNIA Governor Edmund G. Brown Jr.

DEPARTMENT OF HUMAN RESOURCES
LABOR RELATIONS DIVISION
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258

March 28, 2013

Mr. Steve Weiss
California Correctional Peace Officers Association
755 Riverpoint Drive
Suite 200
West Sacramento, CA 95605

Subject: Initial Bargaining "Sunshine" Proposals

Dear Mr. Weiss,

Pursuant to the provisions of Government Code Section 3523, enclosed are the State's initial proposals to reopen negotiations in regards to the current collective bargaining agreement for Bargaining Unit 6 (BU 6), California Correctional Peace Officers Association, between the State and the California Correctional Peace Officers Association (CCPOA).

The State employer is prepared to begin negotiations with CCPOA BU 6 on a successor contract anytime after the sunshine process is complete.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

Sincerely,

Heather Bendinelli
Labor Relations Officer

Enclosure

State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Correctional Peace Officers Association
State Bargaining Unit 6

General

In recognition of the Governor's proposed 2013/14 budget, the State intends to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State. The State will incorporate the legislation that established the Public Employee's Pension Reform Act of 2013.

The employer recognizes that the CCPOA contract expires July 2, 2013, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will address 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 – CCPOA Representation Rights

Article 3 – Organizational Security

Article 4 – State's Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration Procedure

Article 7 – Health and Safety

Article 8 – Training and Career Development

Article 9 – General Personnel

Article 10 – Leaves

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

Article 11 – Hours of Work and Overtime

The State will be prepared to discuss changes to this article to resolve issues that have arisen in the MOU.

Article 12 – Transfer, Seniority, Overtime and Layoff

The State will be prepared to discuss changes to create efficiencies in this area.

Article 13 – Health and Welfare

The State will be prepared to discuss changes to this article that are consistent with current laws.

Article 14 – Allowances and Reimbursements

The State will be prepared to discuss changes to this article to create efficiencies.

Article 15 – Salaries

The State will be prepared to discuss changes that are fiscally responsible, achieve improved efficiencies, and are consistent with current laws. The State will also be prepared to negotiate the inclusion of the Public Employees' Pension Reform Act of 2013 into a successor agreement.

Article 16 – General Miscellaneous-All Classifications

Article 17 – Institutional Fire Captains

Article 18 – DJJ Field Paroles

The State will be prepared to discuss the deletion of provisions of this article.

Article 19 – CDCR Parole Agents

Article 20 – Correctional Counselors I

Article 21 – Medical Technical Assistants

Article 22 – DJJ IPA Institutional Parole Agents/Casework Specialists

Article 23 – Transportation Units

Article 24 – DJJ Youth Correctional Counselors and Youth Correctional Officers

Article 25 – Camps

Article 26 – Permanent Intermittent Appointments

The State will be prepared to discuss changes to allow more effective scheduling of permanent intermittent employees.

Article 27 – Application and Duration

Addendum 1 – Addendum to Section 6.07 B

Addendum 2 – Addendum to Section 6.08 C

Addendum 3 – Addendum to Section 19.02 B

Addendum 4 – Addendum to Section 18.01

Addendum 5 – Addendum to Section 9.13

Addendum 6 – Addendum to Section 10.17

Addendum 7 – Witness Admonishment

Addendum 8 – Addendum to Section 13.01

Addendum 9 – Addendum to Section 11.11

Side Letter 1 – Regarding Section 27.01 – Retirement Benefits

Side Letter 2 – Regarding Continuous Appropriation

Side Letter 3 – Regarding Contraction Protection

Side Letter 4 – Regarding Pattern and Practice Grievance

Side Letter 5 – Regarding Court Directive

Side Letter 6 – Regarding Field Training Officer

Side Letter 7 – Regarding No Prejudicial Effect

Side Letter 8 – Regarding Counselor Policy Committee

Side Letter 9 – Regarding Stipulated Agreement

Side Letter 10 – Regarding Retired Annuitants

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

Side Letter 11 – Regarding PLP

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.