

**State Sunshine Collective Bargaining Proposals**  
**For Inclusion in the Agreement with the**  
**California Attorneys, Administrative Law Judges & Hearing Officers in State Employment**  
**(CASE)**  
**State Bargaining Unit 2**

**General**

The employer recognizes that the California Attorneys, Administrative Law Judges & Hearing Officers in State Employment (CASE) contract expires July 1, 2016 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 and Purpose

Article 2 – CASE Rights

Article 3 – State Rights

Article 4 – General Provisions

Article 5 -Salaries

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

Article 6 – Hours of Work

Article 7 Grievance and Arbitration

Article 8 -Holidays

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

Article 9 -Leaves

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

Article 10 -Layoff

Article 11 – Health and Welfare

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

Article 12 – Allowances and Reimbursements

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

Article 13 – Miscellaneous

Article 14 -Retirement

Article 15 – Classification

Article 16 -Term

Article 17 – This Section Intentionally Left Blank

Article 18 – Continuous Appropriation

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.