

# CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

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March 7, 2013

Julie Chapman  
Director of Labor Relations  
Department of Human Resources  
1515 "S" Street, N. Bldg., Suite 400  
Sacramento, CA 95814

**Re: Unit 7 Sunshine Proposals**

Dear Ms. Chapman:

Pursuant to Government Code § 3523, California Statewide Law Enforcement Association (CSLEA) provides the following sunshine proposals in anticipation of negotiations on the collective bargaining agreement which is scheduled to expire July 1, 2013. Please be advised the list of sunshine proposals is not exhaustive and CSLEA reserves the right to offer new proposals and counter-proposals consistent with the ground rules for bargaining.

## Proposals

1. **Recognition** - CSLEA wishes to negotiate language clarifying and expanding its rights as exclusive bargaining representative.
2. **CSLEA Representatives Release Time** - CSLEA wishes to negotiate language modifying the procedure for CSLEA release time.
3. **Supersession** - CSLEA wishes to clean-up existing language of the articles concerning supersession.
4. **Hours of Work and Overtime** - CSLEA wishes to negotiate new and expanded provisions covering the work hours of Unit 7 employees, including, but not limited to, shifts and days off, work schedules, hours of work, meal and rest periods, overtime and CTO, and telecommuting.

5. **Holidays** - CSLEA wishes to negotiate and clarify the provisions on holidays, including alternative payment methods for employees who are required to work on a recognized holiday.
6. **Leaves** - CSLEA wishes to negotiate enhancements, expansions, and clarifying language to the leave provisions, including which Unit 7 members are entitled to Labor Code § 4800 time for industrial injury leave.
7. **Health and Welfare** - CSLEA wishes to negotiate increased health, dental and vision benefits, including, but not limited to, increases to the health and dental premium contributions.
8. **Allowances and Reimbursements** - CSLEA wishes to negotiate additional provisions on allowances and reimbursements, including, but not limited to, increased amounts for business and travel expense reimbursement, and uniform replacement allowance (amount and entitlement).
9. **Safety Equipment** - CSLEA wishes to negotiate clarifications, addendums and/or new provisions on safety equipment.
10. **Career Development** - CSLEA wishes to negotiate new and/or enhanced provisions to the career development provisions.
11. **Classifications** - CSLEA wishes to negotiate clarifying provisions to enhance protections against out-of-class work.
12. **Employee Transfer** - CSLEA wishes to negotiate amendments or enhancements to the existing transfer and provisions.
13. **Miscellaneous** - CSLEA wants to negotiate new and/or clarifying miscellaneous contract provisions including, but not limited to, vehicles, drive tests, timely payment of wages.
14. **Compensation** - CSLEA wishes to negotiate enhanced equitable compensation packages for Unit 7 employees, taking into account the State's ability (or lack thereof) to recruit and retain employees, and the State's ability to pay. CSLEA wishes to negotiate enhancements to the differential, longevity and education incentive provisions.

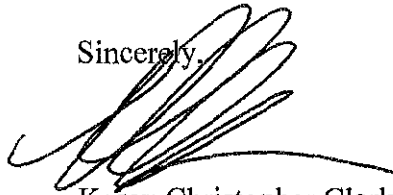
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15. **Entire Agreement** - CSLEA wishes to negotiate collective bargaining protections by modifying and adding new language to the entire agreement clause.
16. **Miscellaneous Agreements/Side Letters/Clean-Up** - CSLEA wishes to negotiate a number of miscellaneous provisions, to incorporate side letters, and to clean-up ambiguous and out-dated language.

CSLEA is willing to meet and negotiate in good faith on all existing sections of the contract, as well as any new sections proposed by either party. Should you have any questions, please contact me.

Thank you for your cooperation.

Sincerely,



Kasey Christopher Clark  
Chief Counsel  
California Statewide Law Enforcement Assn.

KCC/se

cc: CSLEA 2013 Negotiations File  
CSLEA Executive Committee