

DEPARTMENT OF HUMAN RESOURCES

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



March 28, 2013

Mr. Cliff Tillman
American Federation of State, County and Municipal Employees
2150 River Plaza Drive
Suite 275
Sacramento, CA 95833

Subject: Initial Bargaining "Sunshine" Proposals

Dear Mr. Tillman,

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 19 (BU 19), American Federation of State, County and Municipal Employees, between the State and the American Federation of State, County and Municipal Employees (AFSCME).

The State employer is prepared to begin negotiations with AFSCME BU 19 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,

A handwritten signature in black ink, appearing to read "Cindie Fonseca".

Cindie Fonseca
Principal Labor Relations Officer

Enclosure

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
American Federation of State, County and Municipal Employees
State Bargaining Unit 19**

General

In recognition of the Governor's proposed 2013/14 budget and the State's fiscal deficit, the State desires 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, Assembly Bill 340, which established the Public Employee's Pension Reform Act of 2013 into successor agreements.

The employer recognizes that the AFSCME contract expires July 1, 2013 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:

Contract Protection

Continuous Appropriation

Article 1 - Recognition And Coverage

Article 2 - Union Rights

Article 3 - State Rights

Article 4 - Supersession

Article 5 - Grievance And Arbitration Procedure

Article 6 - Hours Of Work And Overtime

Article 7 – Salaries

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

Article 8 – Holidays

The State will be prepared to discuss changes to this provision that will 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 – Health and Welfare

The State will be prepared to discuss health benefit changes.

Article 11 – Retirement Plan

The State will be prepared to negotiate the inclusion of the Public Employee's Pension Reform Act of 2013 into successor agreements.

Article 12 – Allowances and Reimbursements

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

Article 13 – Health and Safety

Article 14 – Education and Training

Article 15 – Personnel Activities

Article 16 - Layoff and Displacement

Article 17 – Miscellaneous

Article 18 - Contracting Out

Article 19 - General Provisions

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

Article 20 – Term

All Attachments and Appendices

New Proposals

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