

**DEPARTMENT OF HUMAN RESOURCES**

LABOR RELATIONS DIVISION  
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SACRAMENTO, CA 95811-7258



March 28, 2013

Mr. Kasey Clark  
California Statewide Law Enforcement Association  
2029 H Street  
Sacramento, CA 95811

Subject: Initial Bargaining "Sunshine" Proposals

Dear Mr. Clark,

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 7 (BU 7), California Statewide Law Enforcement Association, between the State and the California Statewide Law Enforcement Association (CSLEA).

The State employer is prepared to begin negotiations with CSLEA BU 7 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 cursive script that reads "Karin Richter".

Karin Richter  
Principal Labor Relations Officer

Enclosure

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Statewide Law Enforcement Association (CSLEA)  
State Bargaining Unit 7**

**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 CSLEA 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:

Article 1 – Recognition

Article 2 – CSLEA Rights

Article 3 – Dues Deduction/Organizational Security

Article 4 – Management Rights

Article 5 – General Provisions

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

Article 6 – Grievance and Arbitration Procedure

Article 7 – Hours of Work and Overtime

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

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 – Safety and Health

Article 14 – Career Development

Article 15 – Classifications

Article 16 – Employee Transfer and Retention

Article 17 – Layoff

Article 18 – Miscellaneous

Article 19 – Compensation

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

Article 20 – Entire Agreement

Side Letters and Attachments

**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.

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