

DEPARTMENT OF HUMAN RESOURCES

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



March 28, 2013

Ms. Antonette Young
California Attorneys, Administrative Law Judges and Hearing Officers in State Employment
1231 I Street
Suite 300
Sacramento, CA 95814

Subject: Initial Bargaining "Sunshine" Proposals

Dear Ms. Young,

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 2 (BU 2), California Attorneys, Administrative Law Judges and Hearing Officers in State Employment, between the State and the California Attorneys, Administrative Law Judges and Hearing Officers in State Employment (CASE).

The State employer is prepared to begin negotiations with CASE BU 2 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 "Mark Veatch", written over a horizontal line.

Mark Veatch
Labor Relations Officer

Enclosure

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

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 CASE 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 and Purpose

Article 2- CASE Rights

Article 3- State Rights

Article 4- General Provisions

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

Article 5- Salaries

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

Article 6- Hour of Work

Article 7- Grievance and Arbitration

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- Layoff

Article 11- Health and Welfare

The State will be prepared to discuss health benefit changes.

Article 12- Allowances and Reimbursement

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- Miscellaneous

Article 14- Retirement

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

Article 15- Classification

Article 16- Term

Article 17- Contract Protection

Article 18- Continuous Appropriation

The State proposes to delete this article.

All Attachments, Addendums and Side Letters

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.