

**DEPARTMENT OF HUMAN RESOURCES**

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



March 28, 2013

Mr. Al Groh  
Union of American Physicians and Dentists  
180 Grand Avenue  
Suite 1380  
Oakland, CA 94612

Subject: Initial Bargaining "Sunshine" Proposals

Dear Mr. Groh,

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 16 (BU 16), Union of American Physicians and Dentists, between the State and the Union of American Physicians and Dentists (UAPD).

The State employer is prepared to begin negotiations with UAPD BU 16 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  
Union of American Physicians and Dentists  
State Bargaining Unit 16**

**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 UAPD 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 - Unit Assignment and Classification

Article 3 - UAPD Rights

Article 4 - State 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

Article 7 - Hours of Work

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 - Salaries and Allowances

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

Article 11 - Health and Welfare

The State will be prepared to discuss health benefit changes.

Article 12 - Personnel Topics

Article 13 - Health and Safety

Article 14 - Employee Movement

Article 15 - Layoff

Article 16 - Miscellaneous

Article 17 - Coverage and Term

Article 18 - Retirement

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

Article 19 - Permanent Intermittents

Article 20 - Contracting Out

All Side Letters, Addendums 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.