

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
Professional Engineers in California Government (PECG)  
Bargaining Unit 9**

**General**

The employer recognizes that the PECG contract expires July 1, 2015 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- Term

Article 3- Salaries and Compensation

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

Article 4- Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

Article 5- Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 6- Classifications

Article 7- 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 8- Hours of Work and Overtime

Article 9-Holidays

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

Article 10- Insurance

Article 11- Retirement

Article 12- Grievance Procedure

Article 13- Layoff and Reemployment

Article 14- Home Addresses

Article 15- Personnel Activities

Article 16- Health and Safety

Article 17- State Rights

Article 18- Representation

Article 19- Entire Agreement and Supersession

Article 20- Saving Clause

Article 21- No-Strike Clause

Article 22- Training

Article 23- State-Owned Housing Rental and Utility Rates

Article 25- On-Call/Standby Time

Article 26- Furlough Protection

The State proposes to delete this sideletter

Article 27- Contract Appropriation

All Attachment, Addendums, and Sideletters

### **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.