



January 27, 2025

Jeff Keil, Labor Relations Officer
California Department of Human Resources
1515 S Street, North Building, Suite 500
Sacramento, California 95811

RE: CASE Sunshine Proposals

Dear Mr. Keil:

During the upcoming round of collective bargaining, CASE will be discussing and presenting proposals on the following topics:

- Increased compensation for all members, including but not limited to salary, bonuses, pensions, health care benefits, 401k matching contributions, and other financial and non-financial incentives
- Limiting the State's use of non-civil service attorneys, including but not limited to use of outside law firms and annuitants.
- Address the State's position on the current compensation of DOJ attorneys in light of the Special Session (& \$25M proposed appropriation) in light of the current DOJ workforce.
- Longevity Pay for attorneys with experience of 10-15-20+ years of practice in good standing with the California State Bar
- Healthcare Stipend
- OPEB Structure
- Ensuring like pay for like work for all attorneys, including broad application of all pay differentials to all attorneys (including excluded/exempt attorneys) performing similar work
- Elimination of Artificial Intelligence
- Members who complete MCLE training do not have to participate in duplicative training with the state [Request made in an October 4, 2023, letter to Kristine Rodrigues]
- Extra Training/Certification Pay (akin to the Judicial college for ALJs) – TAP, Inn of Court, etc.
- Better Vacation Buy-Back language
- Better Telework Language
- Better Arbitration Forum Selection
- Equalizing salaries between attorneys and ALJ classifications



- Improved travel and expense reimbursement
- Increased promotional opportunities
- Exploring geographic differentials for high cost of living areas
- Special salary adjustments for classifications suffering extreme salary disparities
- Ensuring compliance with civil service rules, especially in hiring, promotion and use of non-civil service workers; clarifying incompatible activities for state agencies to permit members to do more outside work (including pro bono work).
- Better working conditions on matters applicable to legal professionals including elimination of Anti-Union practices in agencies that do not allow for partial day absences for legitimate union work
- Partnering with CASE on State Bar Mandatory Continuing Legal Education participation for attorneys in lieu of agency programs on standard, common topics
- All provisions of the current MOU

Sincerely,

Timothy O'Connor
CASE President & Chief Negotiator