



755 Riverpoint Dr., • West Sacramento, CA 95605-1634 • (916) 372-6060

February 3, 2025

Eraina Ortega, Director
California Department of Human Resources
1515 "S" Street, North Building, Suite 500
Sacramento, CA 95811-6614

Re: Negotiations pursuant to the Ralph C. Dills Act between the California Correctional Peace Officers Association and the State of California (Sunshine Package)

Dear Ms. Ortega,

The California Correctional Peace Officers Association (CCPOA), exclusive representative for employees in State Bargaining Unit 6, hereby submits its Sunshine Package pursuant to Government Code section 3523.

CCPOA intends to negotiate improvements regarding wages, hours and other terms and conditions of employment for the successor agreement to the Memorandum of Understanding (MOU) which expires on July 2, 2025. Therefore, CCPOA intends to meet in good faith to negotiate with the State regarding the subjects noted in the attachment.

CCPOA reserves the right to introduce additional proposals within the confines of the Sunshine process.

CCPOA looks forward to the commencement of the negotiation process.

Sincerely,

Padma Linker
Chief of Labor
California Correctional
Peace Officers Association

PL:cj
Mothra/Nego/Sunshine 2025 Letter

CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION
PROPOSED 2025 SUNSHINE PACKAGE

ARTICLE I

RECOGNITION

ARTICLE II

CCPOA REPRESENTATIONAL RIGHTS

CCPOA proposes to negotiate enhancements to all provisions of this Article to expand representational rights.

ARTICLE III

ORGANIZATIONAL SECURITY

CCPOA proposes to negotiate enhancements to this Article.

ARTICLE V

GENERAL PROVISIONS

CCPOA proposes to negotiate modifications to strengthen the provisions of this Article.

ARTICLE VI

GRIEVANCE AND ARBITRATION PROCEDURE

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article to provide more effective resolution of grievances and enforcement of timelines.

ARTICLE VII

HEALTH AND SAFETY

CCPOA proposes to negotiate enhancements to the provisions of this Article, with broader promulgation of safety equipment.

ARTICLE VIII

TRAINING AND CAREER DEVELOPMENT

CCPOA proposes to negotiate systematic enhancements to the provisions of this Article to include, but not limited to continuing education, CPOST, and increased annual training.

ARTICLE IX

GENERAL PERSONNEL

CCPOA proposes to negotiate enhancements and clarifying language to the provisions of this Article.

ARTICLE X

LEAVES

CCPOA proposes to negotiate enhancements and clarifying language to the provisions of this Article.

ARTICLE XI

HOURS OF WORK AND OVERTIME

CCPOA proposes to negotiate modifications, enhancements and clarifying language to the provisions in this Article.

ARTICLE XII

TRANSFER, SENIORITY, OVERTIME AND LAYOFF

CCPOA proposes to negotiate modifications and enhancements to the provisions of this Article.

ARTICLE XIII

HEALTH AND WELFARE

CCPOA proposes to negotiate enhancements to health, dental, vision and rural subsidy benefits, as well as enhancements to other health and welfare provisions of this Article.

ARTICLE XIV

ALLOWANCES AND REIMBURSEMENTS

CCPOA proposes to negotiate enhancements and expansions to the provisions of this Article.

ARTICLE XV

SALARIES

CCPOA proposes to negotiate salary increases for all Unit 6 classifications, as well as enhancements to all the remaining provisions of this Article.

ARTICLE XVI

GENERAL MISCELLANEOUS-ALL CLASSIFICATIONS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

ARTICLE XVII

INSTITUTIONAL FIRE CAPTAINS

CCPOA proposes to negotiate enhancements to this Article.

ARTICLE XVIII

RETIRED ANNUITANTS

CCPOA proposes to negotiate modifications to this Article.

ARTICLE XIX

CDCR PAROLE AGENTS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

ARTICLE XX

CORRECTIONAL COUNSELORS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

ARTICLE XXIII

TRANSPORTATION UNITS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

ARTICLE XXV

CAMPS

CCPOA proposes to negotiate enhancements to the provisions of this Article.

ARTICLE XXVI

PERMANENT INTERMITTENT APPOINTMENTS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

ARTICLE XXVII

APPLICATION AND DURATION

CCPOA proposes to negotiate modifications to this Article.