

Labor Relations Office

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Governor Gavin Newsom
Secretary, Government Operations Agency Amy Tong
Director Eraina Ortega

January 28, 2025

Union of American Physicians and Dentists
Doug Chiappetta, M.A.
Executive Director
dchiappetta@uapd.com

**Sent via email only &
posted on CalHR website**

RE: State Employer's Initial Meet and Confer Proposals
"Sunshine" Process [Gov't Code, §3523]

Dear Doug Chiappetta:

The State Employer is prepared to begin contract negotiations with the Union of American Physicians and Dentists (UAPD) upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with UAPD.

Sincerely,

Candace Murch

Candace Murch
Principal Labor Relations Officer
California Department of Human Resources
Labor Relations Division

Attachment

cc: Paul Starkey, Deputy Director LRD
P. Hernandez, UAPD, pat@uapd.com
N. Rivera, UAPD, nrivera@uapd.com

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Union of American Physicians and Dentists (UAPD)
State Bargaining Unit 16**

General

The employer recognizes that the Union of American Physicians and Dentists (UAPD) Contract expires July 1, 2025 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

ARTICLE 6 - GRIEVANCE AND ARBITRATION

ARTICLE 7 - HOURS OF WORK

ARTICLE 8 - HOLIDAYS

ARTICLE 9 - LEAVES

ARTICLE 10 - SALARIES AND ALLOWANCES

ARTICLE 11 - HEALTH AND WELFARE

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

ARTICLE 19 - PERMANENT INTERMITTENTS

ARTICLE 20 - CONTRACTING OUT

ARTICLE 21 - STATE TELEHEALTH PROGRAMS

SIDE LETTERS, ADDENDUMS AND ATTACHMENTS

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.