

Labor Relations Office

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

January 28, 2025

American Federation of State, County and
Municipal Employees, Local 2620 Council 57
Attn: Senior Business Agent
BU19@ca.afscme57.org

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

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

Dear Senior Business Agent:

The State Employer is prepared to begin contract negotiations with the American Federation of State, County and Municipal Employees (AFSCME) upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with AFSCME.

Sincerely,

Jeannette Sanders

Jeannette Sanders
Labor Relations Officer
California Department of Human Resources
Labor Relations Division

Attachment

cc: Paul Starkey, Deputy Director LRD

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
American Federation of State, County and Municipal Employees (AFSCME)
State Bargaining Unit 19**

General

The employer recognizes that the AFSCME, Bargaining Unit 19, contract expires June 30, 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 and Coverage

Article 2 - Union Rights

Article 3 - State Rights

Article 4 - Supersession

Article 5 - Grievance and Arbitration Procedure

Article 6 - Hours of Work and Overtime

Article 7 – Salaries

Article 8 – Holidays

Article 9 – Leaves

Article 10 – Health and Welfare

Article 11 – Retirement Plan

Article 12 – Allowances and Reimbursements

Article 13 – Health and Safety

Article 14 – Education and Training

Article 15 – Personnel Activities

Article 16 - Layoff and Displacement

Article 17 – Miscellaneous

Article 18 - Contracting Out

Article 19 - General Provisions

Article 20 – Term

Side Letters

Appendices

Addendums

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.