

**Labor Relations Office**

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

January 28, 2025

Padma Linker  
California Correctional Peace Officers Association  
Padma.Linker@ccpoa.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 Ms. Linker:

The State Employer is prepared to begin contract negotiations with the California Correctional Peace Officers Association (CCPOA) upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with CCPOA.

Sincerely,

*Candace Murch*

Principal Labor Relations Officer  
Labor Relations Division

Attachment

cc: Paul Starkey, Deputy Director LRD

**State Sunshine Collective Bargaining Proposals**  
**For Inclusion in the Agreement with the**  
**California Correctional Peace Officers Association (CCPOA)**  
**State Bargaining Unit 6**

**General**

The employer recognizes that the CCPOA contract expires July 2, 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 I – Recognition

Article II – CCPOA Representation Rights

Article III – Organizational Security

Article IV – State's Rights

Article V – General Provisions

Article VI – Grievance and Arbitration Procedure

Article VII – Health and Safety

Article VIII – Training and Career Development

Article IX – General Personnel

Article X – Leaves

Article XI – Hours of Work and Overtime

Article XII – Transfer, Seniority, Overtime and Layoff

Article XIII– Health and Welfare

Article XIV – Allowances and Reimbursements

Article XV – Salaries

Article XVI – General Miscellaneous-All Classifications

Article XVII – Institutional Fire Captains

Article XVIII – Retired Annuitants

Article XIX – CDCR Parole Agents

Article XX – Correctional Counselors I

Article XXI – (The article is intentionally blank and is listed as a placeholder.)

Article XXII – (The article is intentionally blank and is listed as a placeholder.)

Article XXIII – Transportation Units

Article XXIV – (The article is intentionally blank and is listed as a placeholder.)

Article XXV – Camps

Article XXVI – Permanent Intermittent Appointments

Article XXVII – Application and Duration

Side Letter 1 – Regarding Section 27.01 – Retirement Benefits

Side Letter 2 – Regarding Continuous Appropriation

Side Letter 3 – Regarding Section 10.15 Absences for Duty in the Uniformed Services

Side Letter 4 – Regarding Court Directive

Side Letter 5 – Regarding Thirteen (13) Week Academy

Side Letter 6 – Regarding Stipulated Agreement

Side Letter 7 – Wounded Warriors Transitional Leave Act

Side Letter 8 – Regarding Benefit Trust Fund Contribution

Side Letter 9 – Regarding Uniform Inspection

Side Letter 10 – Regarding Personal Leave Program 2020

Side Letter 11 – Regarding Section 14.01 – New Business and Travel Standards

Side Letter 12 – Regarding the California State Payroll System Project

Appendix Item #1 – Regarding Section 6.07 B.

Appendix Item #2 – Regarding Section 6.08 C. and 6.13

Appendix Item #3 – Regarding Section 13.01

Appendix Item #4 – Regarding Section 11.10

Appendix Item #5 – Regarding Section 9.12

Appendix Item #6 – Regarding Section 10.15

Appendix Item #7 – Witness Admonishment

Appendix Item #8 – Regarding Section 10.18

Appendix Item #9 – Regarding Dues Deduction

Appendix Item # 10 – Regarding Section 14.01 Business and Travel

Appendix Item #11 – Regarding Leave Usage

Appendix Item # 12 – Regarding Section 11.02 C. (Back-to-Back Double Examples)

### **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.