

Labor Relations Office

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

January 28, 2025

Ted Toppin
Professional Engineers in California Government
555 Capitol Mall, Suite 1155
Sacramento, CA 95814

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

Dear Mr. Toppin:

The State Employer is prepared to begin contract negotiations with Professional Engineers in California Government upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with Professional Engineers in California Government.

Sincerely,

Patrick Campion

Patrick Campion
Labor Relations Officer

Attachment

cc: Paul Starkey, Deputy Director of Labor Relations, Department of Human Resources

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Professional Engineers in California Government (PECG)
State Bargaining Unit 9**

General

The State recognizes that the Professional Engineers in California Government (PECG) 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 State 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 PURPOSE

ARTICLE 2 - TERM

ARTICLE 3 - SALARIES AND COMPENSATION

ARTICLE 4 - HEALTH AND WELFARE

ARTICLE 5 - LEAVES

ARTICLE 6 - CLASSIFICATIONS

ARTICLE 7 - ALLOWANCES AND REIMBURSEMENTS

ARTICLE 8 - HOURS OF WORK AND OVERTIME

ARTICLE 9 - HOLIDAYS

ARTICLE 10 - INSURANCE

ARTICLE 11 - RETIREMENT

ARTICLE 12 - GRIEVANCE PROCEDURE

ARTICLE 13 - LAYOFF AND REEMPLOYMENT

ARTICLE 14 - HOME ADDRESSES

ARTICLE 15 - PERSONNEL ACTIVITIES

ARTICLE 16 - HEALTH AND SAFETY

ARTICLE 17 - STATE RIGHTS

ARTICLE 18 - REPRESENTATION

ARTICLE 19 - ENTIRE AGREEMENT AND SUPERSESSSION

ARTICLE 20 - SAVINGS CLAUSE

ARTICLE 21 - NO-STRIKE CLAUSE

ARTICLE 22 - TRAINING

ARTICLE 23 - HOUSING RENTAL AND UTILITY RATES

ARTICLE 24 – STATE PAYROLL SYSTEM PROJECT

ARTICLE 25 - ON-CALL/STANDBY TIME

ARTICLE 27 - CONTRACT APPROPRIATIONS

ARTICLE 28 - RETIREE HEALTH BENEFITS

APPENDICES AND SIDE LETTERS

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.