

Labor Relations Office

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

February 7, 2023

Kasey Christopher Clark
Chief Counsel, General Manager
California State Law Enforcement Association (CSLEA)
kclark@cslea.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 Kasey:

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

Respectfully,

Lily Cervantes

Labor Relations Officer, PHR
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
California Statewide Law Enforcement Association (CSLEA)
State Bargaining Unit 7**

General

The employer recognizes that the California Statewide Law Enforcement Association contract expires July 1, 2023 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 – CSLEA Rights

Article 3 – Dues Deduction/Organizational Security

Article 4 – Management Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration Procedure

Article 7 – Hours of Work and Overtime

Article 8 – Holidays

Article 9 – Leaves

Article 10 – Health and Welfare

Article 11 – Retirement

Article 12 – Allowances and Reimbursements

Article 13 – Safety and Health

Article 14 – Career Development

Article 15 – Classifications

Article 16 – Employee Transfer and Retention

Article 17 – Layoff

Article 18 – Miscellaneous

Article 19 – Compensation

Article 20 - Entire Agreement

Article 21 – Retiree Health and Dental Benefits

Side Letters 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.