

**Labor Relations Office**

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**Governor** Gavin Newsom  
**Secretary, Government Operations Agency** Yolanda Richardson  
**Director** Eraina Ortega

February 9, 2022

Peter Boctor  
State Rank and File Director  
CAL FIRE Local 2881  
1731 J Street, Suite 100  
Sacramento, CA 95811-3016

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

Dear Mr. Boctor:

The State Employer is prepared to begin contract negotiations with CAL FIRE Local 2881 upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with CAL FIRE Local 2881.

Respectfully,

*Lily Cervantes*  
Lily Cervantes, PHR  
Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with  
CAL FIRE Local 2881  
State Bargaining Unit 8**

**General**

The State recognizes that the CAL FIRE Local 2881 (CAL FIRE) contract expires June 30, 2022, 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

ARTICLE 2 – REPRESENTATION RIGHTS

ARTICLE 3 – CAL FIRE Local 2881 ORGANIZATIONAL SECURITY

ARTICLE 4 – EMPLOYER RIGHTS

ARTICLE 5 – GENERAL PROVISIONS

ARTICLE 6 – GRIEVANCE AND ARBITRATION PROCEDURE

ARTICLE 7 – COMPLAINT/PROCEDURE AND OUT-OF-CLASS CLAIMS PROCESS

ARTICLE 8 – HOURS OF WORK AND OVERTIME

ARTICLE 9 – VOLUNTARY TRANSFER AND REASSIGNMENTS

ARTICLE 10 – LEAVES

ARTICLE 11 – HEALTH AND WELFARE

ARTICLE 12 – ALLOWANCES AND REIMBURSEMENTS

ARTICLE 13 – RETIREMENT

ARTICLE 14 – COMMITTEES

ARTICLE 15 – CAREER DEVELOPMENT AND SPB ISSUES

ARTICLE 16 – AGREEMENT AND TERM

ARTICLE 17 – SALARIES

ARTICLE 18 – APPRENTICESHIP AND TRAINING

ARTICLE 20 – CONTRACT PROTECTION

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.