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Paul Starkey
1810 16th Street
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Mr. Starkey,

Below is the information related to the "sunshine" submission on behalf of Bargaining Unit 5, California Association of Highway Patrolmen. With that, we reserve the right to introduce other items within the context of the Sunshine Process. We look forward to a great bargaining year experience with you and your staff. I will formalize this in a letter later today with the same information.

Bargaining Proposals:

The CAHP proposes to negotiate enhancements to these provisions.

Article IV: General Provisions

The CAHP proposes to negotiate modifications to the provisions of this article.

Article V: Grievance, Arbitration, Complaint and Disciplinary Procedures

The CAHP intends to negotiate modifications and enhancements to the provisions of this article.

Article VI: Salaries

The CAHP proposes to negotiate enhancements to the provisions of this article.

Article VII: Retirement Benefits and other Post Employment Benefits

The CAHP proposes to negotiate clarifications and changes to the provisions of this article.

Article IX: Leaves

The CAHP proposes to negotiate enhancements to the provisions of this article.

Article X: Health and Welfare

The CAHP proposes to negotiate improvements to the provisions of this article.

Article XI: Allowances and Reimbursements

The CAHP proposes to negotiate improvements to the provisions of this article.

Article XII: Safety and Police Protective Equipment

The CAHP proposes to negotiate improvements to the provisions of this article.

Article XIII: Physical Performance Program

The CAHP proposes to negotiation changes to the provisions of this article.

Article XVIII: Committees

The CAHP proposes to negotiation changes to the provisions of this article.

Article XIX: Contract Protection and Continuous Appropriation

The CAH P proposes to modify the provisions of this article.

Article XXI: Duration

The CAHP proposes to modify the provisions of this article.

Sincerely,



Jake Johnson, *President, California Association of Highway Patrolmen*