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March 5, 2015

Richard Gillihan, Director (A)
California Department of Human Resources
1515 S Street, North Building, Suite 400
Sacramento, CA 95811-6614

Re: Negotiations Pursuant to the Ralph C. Dills Act between the California Correctional Peace Officers Association and the State of California (Sunshine Package)

Dear Mr. Gillihan:

The California Correctional Peace Officers Association (CCPOA), exclusive representative for employees in State Bargaining Unit 6, hereby submits its Sunshine Proposals pursuant to Government Code §3523.

CCPOA intends to negotiate improvements regarding wages, hours, and other terms and conditions of employment for the successor agreement to the Memorandum of Understanding (MOU) which expires on July 2, 2015. Therefore, CCPOA intends to meet in good faith to negotiate with the state regarding subjects noted in the attachment.

CCPOA reserves the right to introduce additional proposals within the confines of the Sunshine process.

CCPOA looks forward to the continuation of the negotiation process.

Sincerely,

Jo Anne Billhimer
Chief of Labor
California Correctional
Peace Officers Association

**CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION
PROPOSED 2015 SUNSHINE PACKAGE**

**ARTICLE I
RECOGNITION**

**ARTICLE II
CCPOA REPRESENTATIONAL RIGHTS**

CCPOA proposes to negotiate enhancements to all provisions of this Article expanding our representational rights.

**ARTICLE III
ORGANIZATIONAL SECURITY**

**ARTICLE V
GENERAL PROVISIONS**

CCPOA proposes to negotiate modifications that strengthen the provisions of this Article.

**ARTICLE VI
GRIEVANCE AND ARBITRATION PROCEDURE**

CCPOA proposes to negotiate modifications and enhancements to the provision of this Article to provide a more effective resolution of grievances.

**ARTICLE VII
HEALTH AND SAFETY**

CCPOA proposes to negotiate enhancements to the provisions of this Article. In addition, CCPOA seeks to further the accountability of the State for their responsibility for the provisions of the Article.

**ARTICLE VIII
TRAINING AND CAREER DEVELOPMENT**

CCPOA proposes to negotiate systematic enhancements to the provisions of this Article to include, but not limited to continuing education, CPOST, Field Training Officer Programs, and raising the standards of annual training.

**ARTICLE IX
GENERAL PERSONNEL**

CCPOA proposes to negotiate enhancements, and clarifying language to the provisions of this Article.

**ARTICLE X
LEAVES**

CCPOA proposes to negotiate modifications, and enhancements to the provisions of this Article.

**ARTICLE XI
HOURS OF WORK AND OVERTIME**

CCPOA proposes to negotiate modifications, enhancements and clarifying language to the provisions in this Article.

**ARTICLE XII
TRANSFER, SENIORITY, OVERTIME AND LAYOFF**

CCPOA proposes to negotiate modifications, and enhancements to the provisions in this Article.

**ARTICLE XIII
HEALTH AND WELFARE**

CCPOA proposes to negotiate enhancements to health, dental, vision, and rural subsidy benefits, as well as enhancements to other health and welfare provisions of this Article.

**ARTICLE XIV
ALLOWANCES AND REIMBURSEMENTS**

CCPOA proposes to negotiate enhancements and expansions to the provisions of this Article.

**ARTICLE XV
SALARIES**

CCPOA proposes to negotiate salary increases for all Unit 6 classifications, as well as, enhancements to all of the remaining provisions of this Article.

**ARTICLE XVI
GENERAL MISCELLANEOUS - ALL CLASSIFICATIONS**

CCPOA proposes to negotiate enhancements to this Article.

**ARTICLE XVII
INSTITUTIONAL FIRE CAPTAINS**

CCPOA proposes to negotiate enhancements to this Article.

**ARTICLE XVIII
INSTITUTIONAL FIRE CAPTAINS**

CCPOA proposes to negotiate enhancements to this Article.

**ARTICLE XIX
CDCR PAROLE AGENTS**

CCPOA proposes to negotiate enhancements and technical changes to the provisions of this Article.

**ARTICLE XX
CORRECTIONAL COUNSELORS I**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXI
MEDICAL TECHNICAL ASSISTANTS**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXII
DJJ IPA INSTITUTIONAL PAROLE AGENTS/CASEWORK SPECIALISTS**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXIII
TRANSPORTATION UNITS**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXIV
DJJ YOUTH CORRECTIONAL COUNSELORS AND YOUTH CORRECTIONAL OFFICERS**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXV
CAMPS**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXVI
PERMANENT INTERMITTENT APPOINTMENTS**

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

**ARTICLE XXVII
APPLICATION AND DURATION**

CCPOA proposes to negotiate changes to this Article.