

CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

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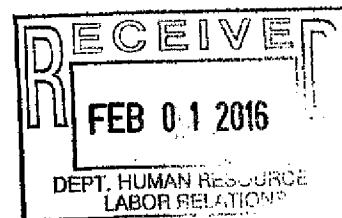
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January 26, 2016



Pam Manwiller
Deputy Director of Labor Relations
California Department of Human Resources
1515 "S" Street, N. Bldg., Suite 400
Sacramento, CA 95814

Re: California Statewide Law Enforcement Association (CSLEA) Unit 7 - Protective Services and Public Safety; Sunshine Proposals

Dear Ms. Manwiller:

Pursuant to Government Code § 3523, California Statewide Law Enforcement Association (CSLEA) provides the following sunshine proposals in anticipation of negotiations on the collective bargaining agreement which is scheduled to expire July 1, 2016. Please be advised the list of sunshine proposals is not exhaustive and CSLEA reserves the right to offer new proposals and counter-proposals consistent with the ground rules for bargaining.

Proposals

1. **Article 1 - Recognition** - CSLEA will propose language clarifying and expanding its rights as exclusive bargaining representative.
2. **Article 2 - CSLEA RIGHTS - Employee Donated Release Time** - CSLEA will propose an increase in the annual employee release time donation amount.
3. **Article 3 - Dues Deduction/Organizational Security** - CSLEA will propose language preserving the obligation of all bargaining unit members to contribute their fair share towards collective bargaining and contract enforcement.
4. **Article 4 - Management Rights** - CSLEA does not anticipate proposing any language to modify the management rights provisions.
5. **Article 5 - General Provisions - Supersession** - CSLEA will propose adding to and cleaning up existing language of the articles concerning supersession.

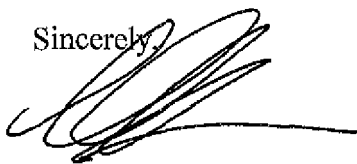
6. **Article 6 - Grievance and Arbitration Procedure** - CSLEA does not anticipate proposing any language to modify the articles concerning the grievance and arbitration procedure.
7. **Article 7 - Hours of Work and Overtime** - CSLEA will propose new and expanded provisions covering the work hours of Unit 7 employees, including, but not limited to, shifts and days off, work schedules, hours of work, pre and post-shift compensation, meal and rest periods, overtime and CTO, and telecommuting.
8. **Article 8 - Holidays** - CSLEA will propose clarifying the provisions on holidays, including alternative payment methods for employees who are required to work on a recognized holiday.
9. **Leaves** - CSLEA will propose enhancements and clarifying language to the leave provisions, the circumstances under which leave may be canceled, and incorporation of the side letter pertaining to disabled veterans.
10. **Health and Welfare** - CSLEA will propose maintenance of existing cost sharing formulas for health and dental premium increases and enhancements of those classifications covered by Labor Code Section 4800 and the article on Enhanced Industrial Disability Leave.
11. **Article 11 - Retirement** - CSLEA will propose clean up language to clarify the criteria for Peace Officer/Firefighter (PO/FF) Tier A Eligibility.
12. **Article 12 - Allowances and Reimbursements** - CSLEA will propose increasing uniform allowances, modifying language concerning lodging reimbursement and cell phone expense reimbursement.
13. **Article 13 - Safety and Health** - CSLEA will propose additions of items of specified safety equipment and modifying physical fitness incentive program.
14. **Article 14 - Career Development** - CSLEA will propose new and/or enhanced provisions to the career development and specialized training provisions.
15. **Article 15 - Classifications** - CSLEA will propose consolidation and creation of bargaining unit classifications.

16. **Article 16 - Employee Transfer** - CSLEA will propose clean-up language in articles concerning employee transfer.
17. **Article 17 - Layoff** - CSLEA does not anticipate proposing any language to modify the article on layoff and reemployment.
18. **Article 18 - Miscellaneous** - CSLEA will propose new and/or clarifying contract provisions including, but not limited to, vehicles, drive tests, and timely payment of wages.
19. **Article 19 - Compensation** - CSLEA will propose increased compensation packages for all Unit 7 employees, and specific recruitment and retention proposals as equitable considerations demonstrate. CSLEA will also propose enhancements to the longevity and education incentive provisions.
20. **Article 20 - Entire Agreement** - CSLEA will propose collective bargaining protections by modifying and adding new language to the entire agreement clause and will modify the article on duration to reflect the term of the new memorandum of understanding.
21. **Sideletters and Attachments** - CSLEA will propose clean-up of ambiguous and outdated language.

CSLEA is willing to meet and negotiate in good faith on all existing sections of the contract, as well as any new sections proposed by either party. Should you have any questions, please contact me.

Thank you for your cooperation.

Sincerely,



Kasey Christopher Clark, Chief Counsel
California Statewide Law Enforcement Assn.
Fraternal Order of Police CA Lodge #77

KCC/se

cc: CSLEA 2016 Negotiations File
CSLEA Negotiations Team