



UNION OF AMERICAN PHYSICIANS AND DENTISTS
AFFILIATED WITH AFSCME, AFL-CIO

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February 3, 2016

Richard Gillihan, Director
Department of Human Resources
1515 S Street, Suite 400
Sacramento, CA 95814-7243

Re: Bargaining Unit 16 Union of American Physicians and Dentists – 2016 Sunshine Proposals

Dear Director Gillihan:

The UAPD intends to negotiate improvements regarding wages, hours and other terms and conditions of employment for inclusion in the successor agreement to the July 1, 2013 through July 1, 2016 agreement between the State of California and UAPD covering Bargaining Unit 16 Physicians, Dentists and Podiatrists.

Respectfully,

Nereyda Rivera
Chief Negotiator, UAPD

Cc: Pam Manwiller, Deputy Director, DHR
Candace Murch, Principal Labor Relations Officer, DHR
Stuart Bussey, M.D., J.D., President, UAPD
Zegory A. Williams, Executive Director, UAPD

2016 SUNSHINE PROPOSALS
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)
BARGAINING UNIT 16

The UAPD intends to negotiate improvements regarding wages, hours and other terms and conditions of employment for inclusion in the successor agreement to the July 1, 2013 through July 1, 2016 agreement between the State of California and UAPD covering Bargaining Unit 16 Physicians, Dentists and Podiatrists.

ARTICLE 1 – RECOGNITION

ARTICLE 2 – UNIT ASSIGNMENT AND CLASSIFICATION

ARTICLE 3 – UAPD RIGHTS: The UAPD intends to propose improvement to this Article.

ARTICLE 4 – STATE RIGHTS

ARTICLE 5 – GENERAL PROVISIONS: The UAPD intends to propose improvement to this Article.

ARTICLE 6 – GRIEVANCE AND ARBITRATION: The UAPD intends to propose improvement to this Article.

ARTICLE 7 – HOURS OF WORK: The UAPD intends to propose improvement to this Article.

ARTICLE 8 – HOLIDAYS: The UAPD intends to propose improvement to this Article.

ARTICLE 9 – LEAVES: The UAPD intends to propose improvement to this Article.

ARTICLE 10 – SALARIES AND ALLOWANCES: The UAPD intends to propose improvement to this Article.

ARTICLE 11 – HEALTH AND WELFARE

ARTICLE 12 – PERSONNEL TOPICS: The UAPD intends to propose improvement to this Article.

ARTICLE 13 – HEALTH AND SAFETY

ARTICLE 14 – EMPLOYMENT MOVEMENT: The UAPD intends to propose improvement to this Article.

ARTICLE 15 – LAYOFF

ARTICLE 16 – MISCELLANEOUS: The UAPD intends to propose improvement to this Article.

ARTICLE 17 – COVERAGE AND TERM: The UAPD intends to propose improvement to this Article.

ARTICLE 18 – RETIREMENT: The UAPD intends to propose improvement to this Article.

ARTICLE 19 -- PERMANENT INTERMITTENTS: The UAPD intends to propose improvement to this Article.

ARTICLE 20 -- CONTRACTING OUT: The UAPD intends to propose improvement to this Article.

SIDE LETTERS, ADDENDUMS AND ATTACHMENTS: The UAPD intends to propose improvement to this section.

NEW PROPOSALS

The UAPD 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. The UAPD is prepared to negotiate each and every provision to the Memorandum of Understanding between UAPD and the State of California which expires on July 1, 2016.