

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Association of Highway Patrolmen (CAHP)
State Bargaining Unit 5**

General

The employer recognizes that the CAHP contract expires July 3, 2018, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer 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 I - Recognition

Article II - Organizational Security

Article III - State's Rights

Article IV - General Provisions

Article V - Grievance, Arbitration, Complaint and Disciplinary Procedures

Article VI - Salaries

Article VII - Retirement Benefits and Other Post Employment Benefits

Article VIII - Holidays

Article IX - Leaves

Article X - Health and Welfare

Article XI - Allowances and Reimbursements

Article XII - Safety and Police Protective Equipment

Article XIII - Physical Performance Program

Article XIV - Performance Standards and Appraisals

Article XV - Medical Examinations

Article XVI - Substance Abuse

Article XVII - Release Time for State Civil Service Examinations

Article XVIII - Committees

Article XIX - Contract Protection and Continuous Appropriation

Article XX - Entire Agreement

Article XXI - Duration

Side Letters

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.