

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Statewide Law Enforcement Association (CSLEA)  
State Bargaining Unit 7**

**General**

The employer recognizes that the California Statewide Law Enforcement Association contract expires July 1, 2019 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 1 – Recognition

Article 2 – CSLEA Rights

Article 3 – Dues Deduction/Organizational Security

Article 4 – Management Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration Procedure

Article 7 – Hours of Work and Overtime

Article 8 – Holidays

Article 9 – Leaves

Article 10 – Health and Welfare

Article 11 – Retirement

Article 12 – Allowances and Reimbursements

Article 13 – Safety and Health

Article 14 – Career Development

Article 15 – Classifications

Article 16 – Employee Transfer and Retention

Article 17 – Layoff

Article 18 – Miscellaneous

Article 19 – Compensation

Article 20 - Entire Agreement

Article 21 – Retiree Health and Dental Benefits

Side Letters and Attachments

**New Proposals**

The State 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.