

# CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

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March 20, 2019

Eraina Ortega  
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; 2019 Sunshine Proposals**

Dear Ms. Ortega:

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, 2019. 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 a modification to the authorization of release time and amount and manner of employee release time donations.
3. **Article 3 - Dues Deduction/Organizational Security** - CSLEA will propose language making the contract consistent with the U. S. Supreme Court decision in *Janus v. AFSCME*.
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.



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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, 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, and the circumstances under which leave may be canceled.
10. **Health and Welfare** - CSLEA will propose maintenance of existing cost sharing formulas for health and dental premium increases and an increase in the amount of the health benefit opt out allowance.
11. **Article 11 - Retirement** - CSLEA does not anticipate proposing any language to modify the articles concerning retirement benefits.
12. **Article 12 - Allowances and Reimbursements** - CSLEA does not anticipate proposing any language to modify the articles concerning travel reimbursements for lodging and per diem.
13. **Article 13 - Safety and Health** - CSLEA will propose additional items of specified safety equipment.
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 additional employee transfer language.
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, drive tests and timely payment of wages.
19. **Article 19 - Compensation** - CSLEA will propose general salary increases for all Unit 7 employees, and special salary adjustments for classifications with demonstrative recruitment and retention difficulties. 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 and incorporation of any side letters which have been negotiated during the term of the expiring agreement.

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 2019 Negotiations File  
CSLEA Negotiations Team