



UNION OF AMERICAN PHYSICIANS AND DENTISTS

AFFILIATED WITH AFSCME, AFL-CIO

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January 8, 2020

Eraina Ortega, Director
California Department of Human Resources
1515 S Street, North Building, Suite 500
Sacramento, CA 95811-6614

Re: Bargaining Unit 16 Union of American Physicians and Dentists – 2020 Sunshine Proposals

Dear Director Ortega:

The Union of American Physicians, Dentists and Podiatrists (UAPD), the exclusive representative for employees in Bargaining Unit 16, hereby submits the "sunshine proposal" pursuant to Government Code Section 3523.

The UAPD intends to negotiate improvements regarding wages, hours and other terms and conditions of employment for inclusion in the successor agreement to the Memorandum of Understanding which expires on July 1, 2020. The UAPD intends to meet in good faith to negotiate with the State regarding the subjects noted in the attachment.

Respectfully,

R. Douglas Chiappetta, M.A.
Executive Director, UAPD

Cc: Paul Starkey, Deputy Director, CalHR
Jacqueline Sanders, Principal Labor Relations Officer, CalHR
Stuart Bussey, M.D., J.D., President, UAPD
Brian Allison, Political Director, AFSCME International

2020 SUNSHINE PROPOSALS
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)
BARGAINING UNIT 16

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.

ARTICLE 21 – STATE TELEHEALTH PROGRAMS: 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, 2020.