



*SACRAMENTO*

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January 16, 2020

Eraina Ortega  
Director, Calhr  
1515 S Street, Suite 500  
Sacramento, California 95811

Dear Ms. Ortega:

AFSCME (American Federation of State, County & Municipal Employees) Council 57, Local 2620, pursuant to California Government Code 3523 hereby submits its Sunshine Proposals.

AFSCME intends to negotiate improvements regarding wages, hours and working conditions for the successor agreement between the State of California and AFSCME Council 57, Local 2620 which expires on July 1, 2020.

AFSCME Council 57, Local 2620 reserves the right to introduce additional proposals within the confines of the Sunshine process.

Sincerely,

A handwritten signature in black ink that reads "Cliff Leo Tillman, Jr." in a cursive script.

Cliff Leo Tillman, Jr.  
Senior Business Agent  
Chief Negotiator

Cc: Steven Gonzales-Lederer, Calhr  
Negotiation Committee 2020

## **AFSCME Local 2620 Proposed 2020 Sunshine Package**

### **Preamble**

The Union will submit proposals to add, modify, delete or otherwise change language in this section.

### **Article 1 Recognition and Coverage**

The Union will submit proposals to add, modify, delete or otherwise change language in this Article.

### **Article 2 Union Rights**

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### **Article 3 State Rights**

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### **Article 4 Supersession**

The Union will submit proposals to add, modify, delete or otherwise change language in this Article.

### **Article 5 Grievance and Arbitration Procedure**

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### **Article 6 Hours of Work and Overtime**

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### **Article 7 Salaries**

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**Article 8 Holidays**

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**Article 9 Leaves**

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**Article 10 Health and Welfare**

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**Article 11 Retirement Plan**

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**Article 12 Allowance and Reimbursements**

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**Article 13 Health and Safety**

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**Article 14 Education and Training**

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**Article 15 Personnel Activities**

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**Article 16 Layoff and Displacement**

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**Article 17 Miscellaneous**

The Union will submit proposals to add, modify, delete or otherwise change language in this Article.

**Article 18 Contracting Out**

The Union will submit proposals to add, modify, delete or otherwise change language in this Article.

**Article 19 General Provisions**

The Union will submit proposals to add, modify, delete or otherwise change language in this Article.

**Article 20 Term**

The Union will submit proposals to add, modify, delete or otherwise change language in this Article.

**Side Letters, Appendix A, Signature Page and Salary Schedule**

The Union will submit proposals to add, modify, delete or otherwise change language in these items.

The Union reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.