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February 11, 2020

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

Re: Negotiations pursuant to the Ralph C. Dills Act between the California Correctional Peace Officers Association and the State of California (Sunshine Package)  
Meeting 2/13/2020

Dear Ms. Ortega,


The California Correctional Peace Officers Association (CCPOA), exclusive representative for employees in State Bargaining Unit 6, hereby submits its Sunshine Package pursuant to Government Code section 3523.

CCPOA intends to negotiate improvements regarding wages, hours and other terms and conditions of employment for the successor agreement to the Memorandum of Understanding (MOU) which expires on July 2, 2020. Therefore, CCPOA intends to meet in good faith to negotiate with the State regarding the subjects noted in the attachment.

CCPOA reserves the right to introduce additional proposals within the confines of the Sunshine process.

CCPOA looks forward to the commencement of the negotiation process.

Sincerely,

  
Suzanne L. Jimenez  
Chief of Labor  
California Correctional  
Peace Officers Association

SLJ:cj  
Corresp/January/Sunshine Package.ltr

CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION  
PROPOSED 2020 SUNSHINE PACKAGE

**ARTICLE I**

RECOGNITION

**ARTICLE II**

CCPOA REPRESENTATIONAL RIGHTS

CCPOA proposes to negotiate enhancements to all provisions of this Article to expand representational rights.

**ARTICLE III**

ORGANIZATIONAL SECURITY

CCPOA proposes to negotiate enhancements to this Article.

**ARTICLE V**

GENERAL PROVISIONS

CCPOA proposes to negotiate modifications to strengthen the provisions of this Article.

**ARTICLE VI**

GRIEVANCE AND ARBITRATION PROCEDURE

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article to provide more effective resolution of grievances and enforcement of timelines.

**ARTICLE VII**

HEALTH AND SAFETY

CCPOA proposes to negotiate enhancements to the provisions of this Article, with broader promulgation of safety equipment.

**ARTICLE VIII**

TRAINING AND CAREER DEVELOPMENT

CCPOA proposes to negotiate systematic enhancements to the provisions of this Article to include, but not limited to continuing education, CPOST, and increased annual training.

**ARTICLE IX**

GENERAL PERSONNEL

CCPOA proposes to negotiate enhancements and clarifying language to the provisions of this Article.

**ARTICLE X**

LEAVES

CCPOA proposes to negotiate enhancements and clarifying language to the provisions of this Article.

**ARTICLE XI**

HOURS OF WORK AND OVERTIME

CCPOA proposes to negotiate modifications, enhancements and clarifying language to the provisions in this Article.

**ARTICLE XII**

TRANSFER, SENIORITY, OVERTIME AND LAYOFF

CCPOA proposes to negotiate modifications and enhancements to the provisions of this Article.

**ARTICLE XIII**

HEALTH AND WELFARE

CCPOA proposes to negotiate enhancements to health, dental, vision and rural subsidy benefits, as well as enhancements to other health and welfare provisions of this Article.

**ARTICLE XIV**

ALLOWANCES AND REIMBURSEMENTS

CCPOA proposes to negotiate enhancements and expansions to the provisions of this Article.

**ARTICLE XV**

SALARIES

CCPOA proposes to negotiate salary increases for all Unit 6 classifications, as well as enhancements to all the remaining provisions of this Article.

**ARTICLE XVI**

GENERAL MISCELLANEOUS-ALL CLASSIFICATIONS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

**ARTICLE XVII**

INSTITUTIONAL FIRE CAPTAINS

CCPOA proposes to negotiate enhancements to this Article.

**ARTICLE XVIII**

RETIRED ANNUITANTS

CCPOA proposes to negotiate modifications to this Article.

**ARTICLE XIX**

CDCR PAROLE AGENTS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

**ARTICLE XX**

CORRECTIONAL COUNSELORS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

**ARTICLE XXII**

DJJ IPA INSTITUTIONAL PAROLE AGENTS/CASEWORK SPECIALISTS

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXIII**

TRANSPORTATION UNITS

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

**ARTICLE XXIV**

DJJ YOUTH CORRECTIONAL COUNSELORS AND YOUTH CORRECTIONAL OFFICERS

CCPOA proposes to negotiate enhancements, modifications and clarifications to the provisions of this Article.

**ARTICLE XXV**

**CAMPS**

CCPOA proposes to negotiate enhancements to the provisions of this Article.

**ARTICLE XXVI**

**PERMANENT INTERMITTENT APPOINTMENTS**

CCPOA proposes to negotiate enhancements and modifications to the provisions of this Article.

**ARTICLE XXVII**

**APPLICATION AND DURATION**

CCPOA proposes to negotiate modifications to this Article.