

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Association of Professional Scientists  
State Bargaining Unit 10**

**General**

In recognition of the Governor's proposed 2013/14 budget and the State's fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State. The State will incorporate the legislation, Assembly Bill 340, which established the Public Employee's Pension Reform Act of 2013 into successor agreements.

The employer recognizes that the CAPS contract expires July 1, 2013 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 – Salaries

The State will be prepared to discuss changes to this article consistent with current laws.

Article 3 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 4 – Holidays

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

Article 5 – Health and Welfare

The State will be prepared to discuss health benefit changes.

Article 6 – Business and Travel Expenses – Allowances and Reimbursements

The State will be prepared to discuss changes to this article that are fiscally responsible and that will achieve improved efficiencies within State government.

Article 7 – Hours of Work and Overtime

Article 8 – Retirement

The State will be prepared to negotiate the inclusion of the Public Employee’s Pension Reform Act of 2013 into successor agreements.

Article 9 – Grievance and Arbitration Procedure

Article 10 – CAPS Representational Rights

Article 11 – Organizational Security

Article 12 – State Rights

Article 13 – General Provisions

The State will be prepared to discuss changes to this provision that are consistent with current laws.

Article 14 – Health and Safety

Article 15 – Career Development

Article 16 – Transfer and Layoff

Article 17 - Classification

Article 18 - Permanent Intermittent Appointments

Article 19 - Miscellaneous

Article 20 – Entire Agreement and Duration

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.