

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Professional Engineers in California Government (PECG)
State Bargaining Unit 9**

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 PECG 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 and Purpose

Article 2- Term

Article 3- Salaries and Compensation

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

Article 4- Health and Welfare

The State will be prepared to discuss health benefit changes.

Article 5- Leaves

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

Article 6- Classifications

Article 7- 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 8- Hours of Work and Overtime

Article 9-Holidays

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

Article 10- Insurance

Article 11- Retirement

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

Article 12- Grievance Procedure

Article 13- Layoff and Reemployment

Article 14- Home Addresses

Article 15- Personnel Activities

Article 16- Health and Safety

Article 17- State Rights

Article 18- Representation

Article 19- Entire Agreement and Supersession

Article 20- Saving Clause

Article 21- No-Strike Clause

Article 22- Training

Article 23- State-Owned Housing Rental and Utility Rates

Article 25- On-Call/Standby Time

Article 26- Furlough Protection

The State proposes to delete this Sideletter

Article 27- Contract Appropriation

All Appendices and Sideletters

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.