

Labor Relations Office

1515 S Street, North Building, Suite 500
Sacramento, CA 95811
(916) 324-0476 Fax (916) 322-0765

Governor Gavin Newsom
Secretary, Government Operations Agency Amy Tong
Director Eraina Ortega

February 20, 2024

Jake Johnson
President – District 4 Director
California Association of Highway Patrolmen
2030 V Street, Sacramento, CA 95818

**Sent via email only &
posted on the CalHR website**

RE: State Employer's Initial Meet and Confer Proposals
"Sunshine" Process [Gov't Code, §3523]

Dear President Johnson:

The State Employer is prepared to begin contract negotiations with the California Association of Highway Patrolmen (CAHP) upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with CAHP.

Sincerely,

Paul M. Starkey

Paul M. Starkey
Deputy Director of Labor Relations

Attachment

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Association of Highway Patrolmen (CAHP)
State Bargaining Unit 5**

General

The employer recognizes that the CAHP contract expires July 3, 2024, 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 I - Recognition

Article II - Organizational Security

Article III - State's Rights

Article IV - General Provisions

Article V - Grievance, Arbitration, Complaint and Disciplinary Procedures

Article VI - Salaries

Article VII - Retirement Benefits and Other Post Employment Benefits

Article VIII - Holidays

Article IX - Leaves

Article X - Health and Welfare

Article XI - Allowances and Reimbursements

Article XII - Safety and Police Protective Equipment

Article XIII - Performance Standards and Appraisals

Article XIV - Medical Examinations

Article XV - Substance Abuse

Article XVI - Release Time for State Civil Service Examinations

Article XVII - Contract Protection and Continuous Appropriation

Article XVIII - Entire Agreement

Article XIX - Duration

Side Letters

New Proposals

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