

Labor Relations Office

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

February 20, 2024

Peter Boctor
State Rank and File Director
CAL FIRE Local 2881
1731 J Street, Suite 100
Sacramento, CA 95811-3016

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

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

Dear Mr. Boctor:

The State Employer is prepared to begin contract negotiations with CAL FIRE Local 2881 upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with CAL FIRE Local 2881.

Respectfully,

Patrick Campion

Patrick Campion
Labor Relations Officer
Labor Relations Division

Attachment

cc: Paul M. Starkey, Deputy Director LRD

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with
CAL FIRE Local 2881
State Bargaining Unit 8**

General

The State recognizes that the CAL FIRE Local 2881 (CAL FIRE) contract expires June 30, 2024, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the State 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 – REPRESENTATION RIGHTS

ARTICLE 3 – CAL FIRE Local 2881 ORGANIZATIONAL SECURITY

ARTICLE 4 – EMPLOYER RIGHTS

ARTICLE 5 – GENERAL PROVISIONS

ARTICLE 6 – GRIEVANCE AND ARBITRATION PROCEDURE

ARTICLE 7 – COMPLAINT/PROCEDURE AND OUT-OF-CLASS CLAIMS PROCESS

ARTICLE 8 – HOURS OF WORK AND OVERTIME

ARTICLE 9 – VOLUNTARY TRANSFER AND REASSIGNMENTS

ARTICLE 10 – LEAVES

ARTICLE 11 – HEALTH AND WELFARE

ARTICLE 12 – ALLOWANCES AND REIMBURSEMENTS

ARTICLE 13 – RETIREMENT

ARTICLE 14 – COMMITTEES

ARTICLE 15 – CAREER DEVELOPMENT AND SPB ISSUES

ARTICLE 16 – AGREEMENT AND TERM

ARTICLE 17 – SALARIES

ARTICLE 18 – APPRENTICESHIP AND TRAINING

ARTICLE 20 – CONTRACT PROTECTION

APPENDIX A – SUBSTANCE ABUSE TESTING

SIDE LETTERS

New Proposals

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