



October 10, 2016

The Honorable Anthony Rendon
Speaker, California State Assembly
State Capitol, Sacramento, CA 95814

The Honorable Kevin de Leon
President pro Tem, California State Senate
State Capitol, Sacramento, CA 95814

RE: Meeting request

Dear Speaker Rendon/President pro Tem De Leon:

Currently, five unions have yet to reach an agreement with CalHR despite the expiration of their respective contracts this past July. This letter is an urgent request to meet with you at your earliest convenience.

When the State of California was facing tough financial times a few years ago the Governor approached the state's bargaining units for help. We worked with him to accept contracts with lower pay. Even the state legislature took a pay-cut during that time. Then California's public unions helped to pass Propositions 30 and 32. Now that the state's coffers have significantly improved, we strongly feel that state employees deserve a robust improvement from pre-recession cuts. But the situation has turned bleak and sluggish in contract negotiations. Some of the bargaining units are now calling for informational picketing and some units, even strike votes. Our members across the state agree with the direction that each leadership team is taking. They will be there to support the team once we all go back into negotiations later this month.

Collectively, we are all facing similar challenges:

- (1) General Salary Adjustment. The current offer from the State is unacceptable especially in light of the Governor's pre-funded medical retirement plan and the fact that a number of unions have settled on agreements far greater (14% and 15% respectively within a three year period.) NOTE. Most of the Unions that have not settled have four year proposals on the table and salary proposals of 9.5% or lower
- (2) Treatment from CALHR at the bargaining table.

Individually, each union is struggling with their own issues:

- AFSCME 2620 - Special Adjustments. Some classifications that are well below market even base on the State's recent compensation study.
- AFSCME UAPD – Improved on call pay for CDCR physicians, and return of the old MC-II position.
- CAPT - Ability for CAPT members to take vacations with their families, to exchange work hours, and to bid based on seniority for shifts and days off are of the utmost importance to us.
- IUOE - Recruitment and retention problem for our skilled trades workers resulting in wages that are far below the market.

We respect the process that is in place and will continue to work with CalHR. But we do hope to update you on the status of each bargaining unit, the trials and tribulations and shared themes we see as we deal with new leadership within CalHR. Please let each of us know what date, time and place works for a joint meeting with you to discuss our MOU situation.

In solidarity,

Stuart Bussey

Stuart Bussey, MD, JD, President
Union of American Physicians and
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Abdul Johnson, President
AFSCME 2620



Eric Soto, President
California Association of
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Jerry Kalmar, Vice President
Operating Engineers