

California Department of Fish and Wildlife
Human Resources Branch
Human Resources Memorandum

SUBJECT: Preparation for Bargaining 2016	NUMBER: HR 16-002
	DATE ISSUED: 1/7/2016
DISTRIBUTION: All CDFW Supervisors and Managers	EXPIRES: N/A

Currently, the Department of Fish and Wildlife has the following Collective Bargaining Units with expiring contracts for which we will commence negotiations in early spring 2016.

SEIU: Units 1 (Professional, Administrative, Financial, and Staff Services); 4 (Office and Allied); 11 (Engineering and Scientific Technicians)

CASE: Unit 2 (Attorneys and Hearing Officers)

CSLEA: Unit 7 (Protective Services and Public Safety)

At this time, we are requesting input from supervisors/managers on current contract language that may need to be amended or issues that should be addressed in successor agreements.

Examples of such input are:

- Existing contract language that has presented operational problems;
- Existing contract language that has been found to be vague or ambiguous;
- Existing contract language that has generated a significant number of employee grievances/complaints;
- Areas where the contracts are silent, but where new contract language would be helpful in managing day to day operations;
- Any proposals that would assist you in implementation of anticipated program changes; and/or
- Existing departmental side letters, agreements, etc. that need to be continued or terminated.

Please provide all proposals with supporting information no later than **Friday, January 22, 2016**. For your assistance, please see the attached form that may be utilized in providing the necessary information.

Should your proposal have cost implications, please provide the annual cost along with any assumptions used. Please note that salary raises are negotiated by CalHR with the governor's approval.

Please send the information by mail to:

Antoinette Valencia, Labor Relations Analyst
1416 Ninth Street, 12th Floor
Sacramento, CA 95814

Or via email to: Antoinette.Valencia@wildlife.ca.gov

Should you have any questions, please contact Ms. Valencia at (916) 654-5090.

Attachment