

## COLLECTIVE BARGAINING PROPOSAL IDENTIFICATION

- Please complete one form for each bargaining proposal you wish the Department of Human Resources to consider for the next contract negotiation period.
- If you want the proposal to be considered in more than one bargaining unit, submit one form for each bargaining unit.
- CalHR does not guarantee any proposal will be included in the employer's initial offer.

**Submit your proposal forms to:**

Antoinette Valencia  
 Labor Relations Analyst  
 1416 Ninth Street, 12<sup>th</sup> Floor  
 Sacramento, CA 95814  
 Antoinette.valencia@wildlife.ca.gov

<b>BARGAINING UNIT:</b>			
<b>DEPARTMENT:</b>			
<b>CONTACT PERSON:</b>			
<b>TELEPHONE #</b>			
<b>E-MAIL:</b>		<b>DATE:</b>	

<b>PROPOSAL APPROVED BY:</b>
Director, Chief Deputy, or Deputy Director

**PRIORITY OF PROPOSAL**

(on a scale of 1 to 5, 1 being the most important) \_\_\_\_\_

**WILL THIS PROPOSAL RESULT IN A(N):**

	YES	NO
Classification allocation change	<input type="checkbox"/>	<input type="checkbox"/>
Specification change	<input type="checkbox"/>	<input type="checkbox"/>
Creation of, or change in, differential rate	<input type="checkbox"/>	<input type="checkbox"/>
Creation of, or change in, alternate salary range	<input type="checkbox"/>	<input type="checkbox"/>
Creation of, or change in, recruitment and retention rate	<input type="checkbox"/>	<input type="checkbox"/>
Requirement for the change to be approved by another state agency/department	<input type="checkbox"/>	<input type="checkbox"/>
Impact on other departments	<input type="checkbox"/>	<input type="checkbox"/>
Impact on other bargaining units	<input type="checkbox"/>	<input type="checkbox"/>
Increase in salary	<input type="checkbox"/>	<input type="checkbox"/>

# COLLECTIVE BARGAINING PROPOSAL IDENTIFICATION

**Contract Article Number:**

**Intended Purpose of this Proposal:**

**Exact Contract Language Requested:**

**Supporting documentation/arguments for this change:** Include the impact on other bargaining units, if any. Salary proposal justifications should include data to support recruitment and retention difficulties, including but not limited to: turnover rates, length of time positions have remained vacant; program needs that have not been addressed as a result, impact on similar classes in the same unit, other units, and corresponding supervisorial classes.

**Additional Information:** Source of idea for contract proposal; other jurisdictions, (e.g. other states, cities and/or counties) that may have had the same problem and resolutions they have come up with to resolve the issue.

**Cost:** Include assumptions used, number of positions affected, classification of positions, estimated statewide cost (data can be obtained from HRNet and/or the State Personnel Board's website), salary used, and effective date