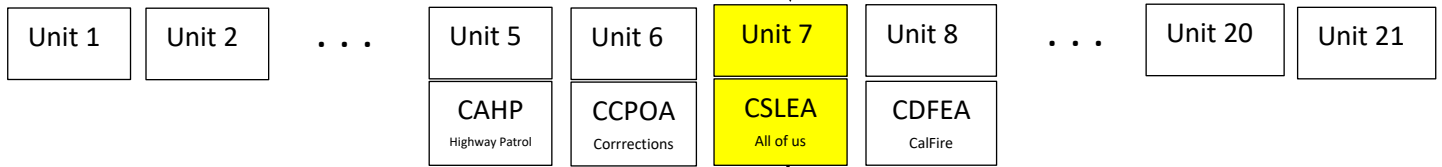
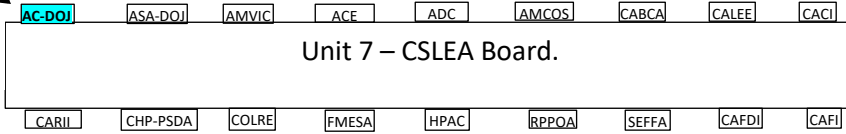


All state employees are grouped into 21 different bargaining units by CalHR. We are Unit 7.



CSLEA is the exclusive registered collective bargaining agent for Unit 7. All Unit 7 employees are represented on the CSLEA Board by one of the affiliates.

AC-DOJ brings AC-DOJ-specific proposals to the bargaining committee.

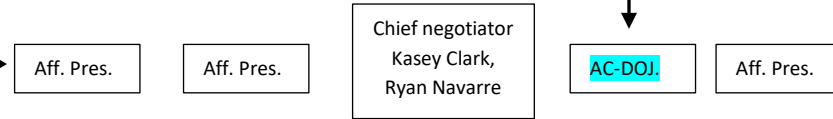


Tentative Agreement
 Membership at large votes **No** - back to the Bargaining table.

If a Tentative Agreement is reached, it is sent out to Unit 7 Membership for an up or down vote.

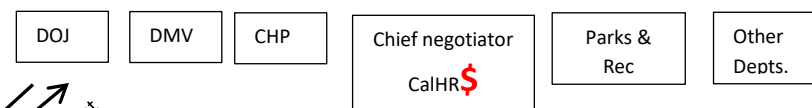
Membership at large votes **Yes** - the Bill goes to the legislature to be voted on, ultimately to land on the Governor's desk.

The CSLEA Bargaining committee.



Bargaining Table:
 Proposals are passed back and forth between CSLEA and the State.

The State Bargaining committee.



DOJ Attorney General

The DOJ management representative who sits at the bargaining table gets his/her marching orders from the AG.

BFS Bureau Director

The Bureau Director takes his/her needs to DOJ upper management/AG. The AG ultimately decides whether or not to support the Director's wishes.

The Chief Negotiator represents the CalHR Director's wishes at the table, and can tell Departments yes or no.

CalHR (DPA)

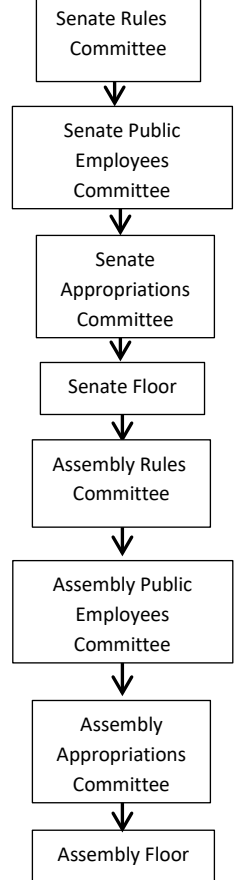
The Director of CalHR runs negotiations, and gets his/her marching orders from the Governor and the Director of Finance.

Department of Finance

The Director of Finance tells the Governor how much money he has, what fiscal impact bargaining proposals will have on the budget, and generally tries to minimize the Governor's spending.

Governor

The Governor ultimately controls all the money in negotiations. He/She is the only person with the power of "Yes", and is the key person in negotiations, period.



The bill containing our Collective Bargaining Agreement goes to the Governor's desk for signature.

How negotiations flow for state employees