

The Attorney General of California has prepared the following title and summary of the chief purpose and points of the proposed measure:

ELIMINATES COLLECTIVE BARGAINING FOR TEACHERS, POLICE OFFICERS, NURSES, FIREFIGHTERS, AND OTHER PUBLIC EMPLOYEES. INITIATIVE CONSTITUTIONAL AMENDMENT. Eliminates collective bargaining between state/local governments and labor organizations (including unions) representing teachers, police officers, nurses, firefighters, and other public employees about wages, benefits, hours, labor disputes, or other work conditions. Requires the Governor-appointed State Personnel Board to establish wages and benefits for state employees. Prohibits new or amended public-employee labor agreements, including extensions, but does not impact existing agreements. Authorizes state/local governments to provide up to 12 months of severance pay to employees who resign within three months of measure's enactment. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **One-time costs, potentially in the range of hundreds of millions to low billions of dollars, across state and local governments. Long-term fiscal effect depends on future actions by state and local policy makers.** (21-0008A2.)