



Union Proposal
Master Table

Date _____

Proposal No: 1

SEIU 1000 TA

The Union proposes the following rollover language:

Preamble

This MEMBORANDUM OF UNDERSTANDING, hereinafter referred to as the Contract, entered into by the STATE OF CALIFORNIA, hereinafter referred to as the State or the State employer, pursuant to sections 19815.4 and 3517 of the Government Code, and Service Employees International Union (SEIU) Local 1000 (Union of California State Workers), or the Union, pursuant to the Ralph C. Dills Act (Dills Act) commencing with section 3512 of the Government Code, and has as its purpose the promotion of harmonious labor relations between the State and the Union; establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment, including health and safety.

The term "Contract" as used herein means the written agreement provided under section 3517.5 of the Government Code.

Brendy MA
Bruce [unclear]
Joseph [unclear]
Brad [unclear]
Robert [unclear]
Monica [unclear]
L [unclear]
R [unclear]
M [unclear]
Brooke [unclear]
M [unclear]

TA 11:0 am

6-27-16

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J [unclear]
M [unclear]
T [unclear]
J [unclear]
P [unclear]



Union Proposal
Bargaining Unit 14

Date _____

Proposal No: 1

The Union proposes the following rollover language:

1.1 Recognition

A. (Unit 14) Pursuant to Public Employment Relations Board (PERB) Decision SA-SR-14, as amended by SA-AC-54-S, the State recognizes the Service Employees International Union (SEIU) Local 1000 (Union of California State Workers), as the exclusive representative for the Printing Trades Bargaining Unit, hereinafter referred to as Unit 14. Unit 14 consists of all employees in the job classifications listed by title in the salary schedule attached hereto and incorporated by reference as a part of this Contract. Any new classes established and assigned to Unit 14 shall be incorporated in the Contract.

B. Pursuant to Government Code sections 19815.4 and 3517, the Service Employees International Union (SEIU) Local 1000 (Union of California State Workers), recognizes the Director of the Department of Human Resources (CalHR) or his/her designee as the negotiating representative for the State and shall negotiate exclusively with the director or his/her designee, except as otherwise specifically spelled out in this Contract.

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RV
Bunthson

TA 6-11-16
7:15pm
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Staphan
P. Smart
B

C. The Service Employees International Union (SEIU) Local 1000 (Union of California State Workers), agrees to hold the State harmless, defend and indemnify the State and its officers, agents, and employees for fees, costs, and damages resulting from a challenge, in any forum (administrative or judicial) by any person or entity, to the provisions of this Article.

TA SEIU 1000


staff
Robert Vega
Amunson

TA 4-11-16
7:15pm

S. Sch

Stephanie
Smart




Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

2.1 Union Representatives

A. The State recognizes and agrees to deal with designated Union stewards, elected bargaining unit council representatives, and/or Union staff on the following:

1. The enforcement of this Contract;
2. Employee discipline cases, including investigatory interviews of an employee who is the subject of a non-criminal investigation;
3. Informal settlement conferences or formal hearings conducted by the PERB;
4. Matters scheduled for hearing by Victim Compensation and Government Claims Board;
5. Matters pending before the State Personnel Board (SPB);

WJH
BAJ
LOP
3W
RJ
MLP
KEA
Ryan
MT
Brook Pienip
m

TA 480
 6-2-16
 Pam
 Manville

SPB
AW
HH
OR

- 6. AWOLs and appeals to set aside resignations;
- 7. Discussions with management regarding denials of reasonable accommodation;
- 8. The CalHR statutory appeal hearings.

BT
 BAY
 SMO
 BU
 RV
 MLP
 XC
 TG
 ME
 BP
 M

B. A written list of Union stewards and elected bargaining unit council representatives broken down by department, unit, and designated area of representation, shall be furnished to each department and a copy sent to the State immediately after their designation. The Union shall notify the State promptly of any changes of such stewards. Union stewards shall not be recognized by the State until such lists or changes thereto are received.

480
 TA
 6-2-16
 Pammanick

C. A Union steward's "area of representation" is defined as an institution, office, or building. However, the parties recognize that it may be necessary for the Union to assign a steward an area of representation for several small offices, departments, or buildings within close proximity. Disputes regarding this paragraph may be appealed directly to the CalHR step of the grievance procedure.

CABL
 JIB
 HLL
 PNU
 M

D. The area of responsibility of the District Labor Council (DLC) presidents and chief stewards shall be all worksites within the DLC. When the area of representation is within close proximity Section C shall be observed, otherwise this leave will be union paid leave.

The union representatives shall provide reasonable advance notice based on the circumstances requiring their representation under 2.1.A.

TA SEIU 1000

Brandon Mob
Bruce Thiel
Lynn Peller

Brad Wilks
Robert Vega
Paul & Kate Chmr 15
Lamar

Ron Buzo BU 20
Hjuel Carlson BU 21
Brooke Pemp
Mancini

TA 450-P
6-2-16
Pat Mancini

[Signature]
Held for
P. Smart
[Signature]
Pat Mancini



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

2.2 Access

- A. Union stewards, Union staff, and/or elected bargaining unit council representatives may have access to employees to represent them pursuant to section 2.1(A) above. Access shall not interfere with the work of the employees. Union stewards, Union staff, or elected bargaining unit council representatives seeking access to employees must notify the department head or designee in advance of the visit.
- B. Access to bargaining unit employees shall not be unreasonably withheld; however, it may be restricted for reasons of safety, security, or patient care including patient privacy. If access is restricted, other reasonable accommodations shall be made.

Brendy Mod
Grace Sheel
Joseph Pelt
Paul Miller
Robert Vega
Mike Staller
David Cant
Randy Bono
Angie Corbin BU21
Koole Kempa
Maer Madari

TA 450-p
6-2-16
Pamman

[Signature]
Pat Wilson
[Signature]
[Signature]
[Signature]
[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

2.3 Use of State Equipment

- A. Union stewards shall be permitted reasonable use of State phones and video phones (VP)/ telecommunication devices for the deaf (TDD) to make calls for Union representation purposes; provided, however, that such use of State phones shall not incur additional charges to the State or interfere with the operation of the State.
- B. Union Stewards shall be permitted minimal and incidental use of State equipment for representational activities as defined in section 2.1, if said equipment is available and utilized as a normal part of his/-her duties. Such use of State equipment shall not result in additional costs to the State, nor shall it interfere with the conduct of State business.
- C. Union Stewards shall be permitted reasonable and occasional use of fax machines and copiers for Union representation purposes provided that such use does not result in additional cost to the State, nor interfere with State operations.


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 MLP
 KE
 TA
 MEY
 BP
 m

TA 40
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 Jan
 Warrick



 HH
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 JB
 an

TA SEIU 1000

Brenda J. Mott

Bruce Theel

Joseph Peltier

Bruce Allen

Robert Vega

~~Alan S. Saperstein~~

~~Q. [unclear]~~
Ronda [unclear] BU 20

Miguel Cardon BU 21

Brooke Pevinska

Mark [unclear]

D. Use of State equipment or the time used for activities permitted in this section shall be subject to prior notification and approval by the employee's immediate supervisor.

TA 488
6-2-16
Pam Menale

~~[Signature]~~
P. Wilson
H. [unclear]
[unclear]
[unclear]



Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

2.4.14 Distribution of Literature (Unit 14)

- A. The Union may use existing employee organization bulletin boards to post materials related to Union business. Upon mutual agreement between an authorized Union representative and the department, Union bulletin boards will be installed at reasonable locations. When required in advance, the Union shall reimburse the State for additional costs incurred. A copy of all materials must be distributed to the facility or office supervisor at the time of posting.
- B. The Union may, before or after work hours or during meal periods, distribute Union literature in non-work areas.
- C. The Union may continue to use existing employee mailboxes for distribution of literature.
- D. The Union agrees that any literature posted or distributed on site will not be libelous, obscene, defamatory, or of a partisan political nature.
- E. The Union shall be permitted incidental and minimal use of the State electronic communications system, when said equipment is available and utilized as a normal part of the employee's duties, for communication about employee organization activities as those departments permit for other non-business purposes. Use of the electronic

EIU 1000 TA

Staff
Robert Vega
Michael...

TA STATE
Renee Auffy
J. Smart
Stephanie...
S.S.L
2:13 PM
6.16



Union Proposal

Master Table

Date 6/5/16 10³⁶

Proposal No: 1

The Union proposes the following rollover language:

2.5 Use of State Facilities

The State will continue to permit use of certain facilities for Union meetings, subject to the operating needs of the State. Requests for use of such State facilities shall be made in advance to the appropriate State official. When required in advance, the Union shall reimburse the State for additional expenses, such as security, maintenance, and facility management costs or utilities, incurred as a result of the Union's use of such State facilities.

SEIU 1000 TA

TA 10³³
6-10-16
Pam Manwiler

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Bruce Theef
Sash De
Brook Willis
Robert Vega
Mary Stett
L. Cant
Rosa
Muel Carter
Brook Pierce

Marlene Schultz
Stephanie
T. Navarette
Khaunne
Pat Wilson
J. Boal
S. Sal
Sullivan
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 2.6 Steward Time Off

Upon request of an aggrieved employee, a steward shall be allowed reasonable time off during working hours, without loss of compensation, for representational purposes in accordance with section 2.1(A) of this Contract, provided the employee represented is in the steward's designated area of representation. Release time for these purposes is subject to prior notification and approval by the steward's immediate supervisor. Upon mutual agreement of the parties, a reasonable number of additional stewards can also be granted reasonable time off under this section.

Handwritten notes on the left margin:
Moff (B17)
Shael, Unit 3
Parker B114
Willis B111
Vega B114
Walker B115
Curt B117
Walker B120
Coker B121
Pamper, Staff
[unclear]

Handwritten notes on the right margin:
TA 4:30 pm
6-2-16
Pam manville

Handwritten signatures and initials:
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

76 SEIU 1000

2.7 Employee Time Off

Handwritten list of units:
Unit 1
Unit 3
BU 4
BU 11
BU 14
BU 15
BU 17
BU 20
BU 21
Staff
Med

Employees shall be entitled to reasonable time off without loss of compensation to confer with a Union representative on representational matters at the work site in accordance with section 2.2 above during work hours, subject to approval of the employee's supervisor.

Handwritten note:
TA 4:50 p
6-2-16
Tom Manville

Handwritten signatures:
P. Wilson
H. Smith
G. King



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

2.8 Union Steward Protection

The State shall be prohibited from imposing or threatening to impose reprisals, from discriminating or threatening to discriminate against Union stewards, or otherwise interfering with, restraining, or coercing Union stewards because of the exercise of any rights given by this Contract.

Grievances under this section shall be filed at the first formal level of the grievance process. If the allegations are against the employee's immediate supervisor and the immediate supervisor is the first formal level, then the grievance may be filed at the next level of supervision.

TA SEIU 1000

Handwritten signatures: Paul J. Mohr, Bruce Thal, [unclear]

Handwritten signatures: Brad Allen, Robert Vega, [unclear], [unclear], [unclear], [unclear], [unclear], [unclear]

TA 450-
10-2-16
Tom Manville

Handwritten signatures: [unclear], D. Wilson, [unclear], [unclear], [unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

2.9 Union Information Packets

Upon initial appointment to any position as a probationary or permanent employee, the employee shall be informed by the employer that the Union is the recognized employee organization for the employee in said classification. The State shall present the employee with a packet of Union information which has been supplied by the Union.

TA SEIU 1000

- Brenda of Mott
- Bruce Kael
- Suzanne
- Brad Willes
- Robert Vega
- Mon State

JA
06/05/2016
10:35am
Tom Manville
S J Bero
P. Wilson
CBL
G. M.
P. Amant
H. H.
K. H. J.
S. S. J.
J. H. J.
Therese
Lillian
M. Schuttz

Toward
Romana
Michelle Corde
Brooke Pierman
marchness



Union Proposal
Master Table

Date _____

Proposal No: 1

SEIU 1000 The Union proposes the following rollover language:

Frank M. Motta, Unit 1
Shel, Unit 3
James Perkins BU 4
Bill Willis BU 11
Scott Vega BU 14
Steve Sykes BU 15
Andy Cwant BU 17

2.10 Orientation

- A. During any regularly scheduled orientation session for new employees, a Union representative shall be given the opportunity to meet with bargaining unit employees for twenty (20) minutes for orientation of the employees to the Contract and the Union.
- B. In work locations not accessible to regularly scheduled departmental orientation, each new bargaining unit employee shall be given the opportunity to meet with a Union representative for twenty (20) minutes during normal working hours for orientation to the Contract and the Union.
- C. It is understood that the twenty (20) minutes is for the presentation and shall not be counted against reasonable state travel time to and from the presentation.

John...
BU 20
Paul...
BU 24
Steve...
staff
John...

TA 4:30 P
6-2-16
Dam...
[Signatures]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

**2.11 Bargaining Unit Negotiating Committee Member
Time Off**

The appropriate bargaining unit chair, vice chair, or a designated negotiating committee member, not all, shall suffer no loss in his/her regular compensation for attendance at scheduled bargaining unit negotiations with management during the term of this Contract.

Handwritten signatures:
Bobby Moran
Bruce Sheel
Joseph DeLuca
Brad Wilber
Robert Alega
James S. Fetter
K. Cant
Richard [unclear]
Michael Carlos Buzi
Brooke Pierra
Magh Medina

Handwritten notes:
TA 4:50 - p
6-2-16
pam manville

Handwritten signatures:
[Signature]
P. Wilson
JB
[Signature]
[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

3.1 Union Security

The State agrees to deduct and transmit to the Union all membership dues authorized on a form provided by the Union. Effective with the beginning of the first pay period following ratification of this Contract by the Legislature and the Union, the State agrees to calculate, deduct, and transmit to the Union, Fair Share fees from State employees who do not have membership dues deductions for the Union, based upon an amount or formula furnished by the Union for Fair Share fees deductions. The State further agrees to recalculate, deduct, and transmit Fair Share fees to the Union based upon any revised amounts or formulas furnished by the Union for Fair Share fees deductions during the term of this Contract. The State and the Union agree that a system of authorized dues deductions and a system of Fair Share fee deductions shall be operated in accordance with Government Code sections 3513(h), 3513(j), 3515, 3515.6, 3515.7, and 3515.8, subject to the following provisions:

1. When Fair Share fees are in effect, an employee may withdraw from membership in the Union by sending a signed withdrawal letter to the Union with a copy to the State Controller at any time. An employee who so

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6-2-16
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Handwritten scribbles and initials

Handwritten list of initials: KA, am, PA, HA, MS, KIS, RR, SBL, per, LP, KH, TN, JBA, MCA, DM, PM



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

3.2 Release of Home Addresses: Non Law Enforcement Employees

A. Home Addresses – Generally

1. Consistent with PERB regulations and State law, the State shall continue to provide the Union with home addresses on a monthly basis for all employees covered by this Contract until it expires.

2. Notwithstanding any other provision of this Contract, any employee may have his/her home address withheld from the Union at any time by submitting a written request to his/her appointing power on a form provided by the State.

B. Home Address Withholding

The State will no longer use an Employee Action Request form that provides employees with the option of having their home address withheld from the Union. Instead, bargaining unit employees will, upon request on their own initiative, be given a

TA SEIU 1000

[Handwritten signatures and initials on the left margin, including 'By', 'MUP', 'KE', 'TJ', 'ME', 'BP', 'N']

[Handwritten notes on the right margin: 'TA 2nd P', '6-2-16', 'Jenny', 'manville']

[Handwritten signatures and initials on the right margin: 'NA', 'an', 'PR', 'HH', 'MS', 'KVS', 'S', 'RR', 'SAGL', 'per', 'LSP', 'KH', 'TN', 'JJA', 'MWA', 'DM', 'DM']

BF
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AG

separate form by their appointing power that permits two choices: (1) withhold their address from the Union, or (2) to cancel a previous withhold request thereby permitting release of their home address to the Union.

BW
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C. Home Address Withhold Notification to Employees

Within one month following ratification of this Contract by both parties, the State will send a letter drafted by the Union to all existing employees that have previously requested their home address be withheld. The letter will provide said employees with the option of canceling their previous withhold request thereby permitting release of their home address to the Union.

TA 2:30p
6-2-16
Perry
Mandula

D. Release and Use of Addresses

The State Controller's Office shall send the Union a list of all bargaining unit employees who, pursuant to subsection C above, either did not respond or responded by indicating they wanted to continue withholding their home address from the Union. Said list(s) will contain the employee's name, agency, and reporting unit.

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E. Home Address Mailings by the State

The State will mail Union information once per year to the home address of bargaining unit employees who have requested their home address be withheld from the Union. Said material shall be provided by the Union. The cost of this mailing shall be paid for by the Union. The Union agrees to hold the State harmless for any annual mail that does not reach bargaining unit employees.

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6-2 to
pdm nannick

F. Address Confidentiality

Employee work and home addresses shall be maintained as confidential by the Union. The Union shall take all reasonable steps to ensure the security of work and home addresses, and shall not disclose or otherwise make them available to any person, entity, or organization.

G. Costs Reimbursable

The Union agrees to pay necessary and reasonable costs incurred by the SCO to produce the necessary name/home/work address tape file on a monthly basis.

H. Hold Harmless and Indemnification

Notwithstanding any other provision of this Contract, the Union agrees to jointly defend this section and to hold the State of California, its subdivisions, and

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DM

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RV
MLP
BP
w

TA SEIU 1000

Brendy Mad

Bruce Theel
Seph M... ..

Bred Willr

Robert Vega

Ma S... ..

GA... ..

Randy... ..

Najat... ..

Brooke Perryman

Margaret...

agents harmless in defending challenges of any nature arising as a result of this section of the Contract.

I. Nature of Material

The Union agrees that any literature mailed to employees by the State will not be libelous, obscene, defamatory, or of a partisan political nature or constitute a solicitation of any product or service unrelated to representation by the Union, including that provided by and mailed on behalf of the Union. Advertisements or articles in Union provided material involving partisan politics shall not be considered of a partisan political nature or constitute a solicitation of any product or service for the purposes of this Contract.

TA 2nd P
6-2-16
DAM manwila

[Signature]

hi...

Stephanie...

[Signature]

Sm...

6-2-2016
Perryman
H... ..
Marlene... ..
K... ..

HA... ..
S... ..

[Signature]
Patty... ..
Mary... ..



Union Proposal
Bargaining Unit 14
Date 6-3-16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

3.3.14 Union Label (Unit 14)

A. The State shall display the Bargaining Unit 14, Printing and Allied Trades, Union label on printed or copied material when the work has been performed by a Unit 14 employee. This shall include all documents printed, or copied in-house by Bargaining Unit 14 members, or documents produced by the Office of State Publishing (OSP). Agency printing requests to the OSP will also include that the Union label be appropriately displayed. The Union agrees to provide the label to work locations where necessary to comply with such requests. Failure of the Union to provide the label shall not interfere with or delay the timely production of printed material.

B. All documents printed "in-house" refers to those items printed utilizing members of Bargaining Unit 14, Printing and Allied Trades: If an item is not printed or copied by a Unit 14 member, then the item shall not carry the Union label.

C. Where the services are unavailable through state services and a job must be contracted out by individual State agencies or the OSP, unionized printing vendors will be required to display the appropriate Union label on the printed product.

EIU 1000 TA
M.R. staff
Robert Vega
D. Munthein

STATE S.S. LTA
P. Amant 2:13 PM
 6.3.16
Cecilia E. Greenwald
R. (Stephanus)

D. Upon ratification of this agreement, all departments will take all necessary steps to remove Union labels from computer hard drives. This is to ensure that the Union label is appropriately used by Bargaining Unit 14 members only.

E. The Union label to be displayed is represented by the symbol that follows:



SEIU 1000 TA

M. Staff
AW
Donna

STATE
June Asphy
ph
Cecilia E. Greenwald
lsp
SSC TA
2:13 PM
6.3.16



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000 4.1 State's Rights

TA 230
6-2-16
PDM
manwith

- A. Except for those rights which are abridged or limited by this Contract, all rights are reserved to the State.
- B. Consistent with this Contract, the rights of the State shall include, but not be limited to, the right to determine the mission of its constituent departments, commissions, and boards; to maintain efficiency of State operation; to set standards of service; to determine, consistent with Article VII of the Constitution, the Civil Service Act, and rules pertaining thereto, the procedures and standards of selection for employment and promotion, layoff, assignment, scheduling and training; to determine the methods, means, and personnel by which State operations are to be conducted; to take all necessary action to carry out its mission in emergencies; to exercise control and discretion over the merits, necessity, or organization of any service or activity provided by law or executive order. The State has the right to make reasonable rules and regulations pertaining to employees consistent with this Contract, provided that any such rule shall be uniformly applied to all affected

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employees who are similarly situated.

C. This article is not intended to, nor may it be construed to, contravene the spirit or intent of the merit principle in State employment, nor limit the rights of State civil service employees provided by Article VII of the State Constitution or bylaws and rules enacted thereto. Any matters which concern the application of the merit principle to State employees are exclusively within the purview of those processes provided by Article VII of the State Constitution or bylaws and rules enacted thereto.

Bundy M
Bruce Sheaf
Sally Dennis
Brad Wilk
Robert Vega
Mandy Kattar
K. Cant
Ronald
Michael Carlson BWS
Brooke Pemp
Marsbruck

TA 2:30 pm
6-2-16
pam manwiler
King of Wilson
pam and 6-2-2016
H
Marlene Schmittz
K. Sack jr
S. Sch
Patty Smart
Stephanie Porter
K. Kayne
Tiffany Mawartha
S.M.S.



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000

5.1 No Strike

During the term of this Contract, neither the Union nor its agents nor any employee, for any reason, will authorize, institute, aid, condone, or engage in a work slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the State.

The Union agrees to notify all of its officers, stewards, chief stewards, and staff of their obligation and responsibility for maintaining compliance with this section, including the responsibility to remain at work during any activity which may be caused or initiated by others, and to encourage employees violating this section to return to work.

Brendy Mott
Bruce Sheel
Joe [unclear]
Brad Miller
Robert Vega
Mar [unclear]
[unclear]
[unclear]
[unclear]
[unclear]

JA
06/05/2016
10:35am
Tom [unclear]
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SSU
Mullen Schultz
[unclear]
[unclear]
[unclear]
[unclear]
[unclear]
[unclear]
[unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

5.2 No Lockout

No lockout of employees shall be instituted by the State during the term of this Contract.

TA SEIU 1000

*Branch of Mt
Bruce Sheel
Stephen Decker
Brad Willis
Robert Vega
Maurice
K. Conroy
R. [unclear]
Miguel Corbin Buzi
Brooke Picompa
Margaret*

*TW 4:30 PM
6-2-16
Dan Manwila
Karyn
PJ
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H
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

5.3 Individual Agreements Prohibited

The State shall not negotiate with or enter into memoranda of understanding or adjust grievances or grant rights or benefits not covered in this Contract to any employee unless such action is with Union concurrence.

TA SEIU 1000

Bruno M. Mab

Bruce Ghel
Sophie P. P.

Brad Wille

Robert Vega

~~Man S. K.~~

~~C. Cant~~

Ramona P. B. 20

Miguel Cardon BU21

Brooke P. P.

Margaret K.

TA 450 p
6-2-16
Dan Marwick

Khairi

J. S. S.

K. K.

D. Wilson

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D. D.
M. M.

1036 a



Union Proposal

Master Table

Date 6-5-16

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 TA

5.5 Reprisals

The State and the Union shall be prohibited from imposing or threatening to impose reprisals by discriminating or threatening to discriminate against employees, or otherwise interfering with, restraining, or coercing employees because of the exercise of their rights under the Ralph C. Dills Act or any right given by this Contract. The principles of agency shall be liberally construed.

*Mandy Mott
Bruce Thiel
Joshua
Brad Willis
Robert Vega*

Muhammad

*Clara
Bonnafant
Angel Cordero*

Brooke Piempe

Luigi Maldonado

TA 9:00 am

6-6-16

Fam Manwiler

Pat Wilson

Marlene Schultz

S. Mirancho

Tiffany Navarrete

Angie Flores

Py Smart

Sam S. Sal

John

Cherise

ASX

MSAs are denied due to lack of funds.

19836 Provides for hiring at above the minimum salary limit in specified instances.

19837 Authorizes rates above the maximum of the salary range when a person's position is downgraded. (Red Circle Rates)

3. Holidays

19853 Establishes Holidays

19854 Adds Personal Holiday

4. Vacation

19856 Requires CalHR to establish rules regulating vacation accrual for part-time employees and those transferring from one State agency to another.

19856.1 Allows CalHR to establish rules for vacation accrual for

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absences of ten days or less.

19858.1

Establishes vacation earning rate.

19863

Allows vacation use while on temporary disability (due to work-incurred injury) to augment paycheck.

19991.4

Provides that absence of an employee for a work-incurred compensable injury or disease is considered continuous service for the purpose of the right to vacation.

5. Sick Leave

19859

Defines amount earned and methods of accrual for full-time and part-time employees.

*TA 4/20
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19861

Allows CalHR to establish rules for sick leave accrual for absences of ten days or less.

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- 19862 Allows for accumulation of sick leave.
- 19863 Allows sick leave use while on temporary disability (due to work incurred injury) to augment paycheck.
- 19863.1 Provides sick leave credit while employee is on industrial disability leave and prescribes how it may be used.
- 19864 Allows CalHR to provide by rule for sick leave without pay for employees who have used up their sick leave with pay.
- 19866 Allows rules to allow sick leave accumulation for non-civil service employees.
- 19991.4 Provides that absence of an employee for a work-incurred compensable injury or disease is considered continuous service for the purpose of the right to sick leave.

6. Uniforms, Work Clothes, and Safety Equipment

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- 19850 Definitions
- 19850.3 CalHR to determine need for uniform replacement.
- 19850.4 Provides for work clothes for purposes of sanitation or cleanliness to be maintained and owned by the State.
- 19850.5 Provides for initial issuance of required safety equipment at State expense.

7. Industrial Disability Leave (IDL)

- 19869 Defines who is covered.
- 19870 Defines "IDL" and "full pay".
- 19871 Provides terms of IDL coverage in lieu of workers' compensation temporary disability payment.
- 19871.1 Provides for continued benefits while on IDL.
- 19872 Prohibits payment of temporary disability or sick leave pay to employees on IDL.

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Handwritten notes: PK, TH, a signature, plb, 5/15/16, and a signature.

19873 Inapplicability of retraining and rehabilitation provisions of Labor Code to employees covered by IDL.

19874 Allows employees to receive workers' compensation benefits after exhaustion of IDL benefits.

19875 Requires three-day waiting period, unless hospitalized or disability more than 14 days.

19876 Payments contingent on medical certification and vocational rehabilitation.

19877 Authorizes CalHR to adopt rules governing IDL.

19877.1 Sets effective date.

.8. Non-Industrial Disability Insurance (NDI)

19878 Definitions.

19879 Sets the amount of benefits and duration of payment.

19880 Sets standards and procedures.

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[Handwritten notes on the right margin: "TA 4-1-1", "6-2-16", "Jan", "Mansur", "Sch", "Klan"]

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- 19880.1 Allows employee option to exhaust vacation prior to NDI.
- 19881 Bans NDI coverage if employee is receiving unemployment compensation.
- 19882 Bans NDI coverage if employee is receiving other case payment benefits.
- 19883 Provides for discretionary deductions from benefit check, including employer contributions; employees do not accrue sick leave or vacation credits or service credits for any other purpose.
- 19884 Filing procedure; determination and payment of benefits.
- 19885 Authorizes CalHR to establish rules governing NDI.

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Joan Maudlin

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9. Life Insurance

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- 21600 Establishes group term life insurance benefits.
- 21604 Provides for Death Benefit from PERS.
- 21605 Sets Death Benefit at \$5,000 plus 50 percent of one year's salary.

10. Health Insurance

- 22808 Provides for continuation of health plan coverage during leave of absence without pay.
- 22870 Provides for employee and employer contribution.
- 22871 Sets employer contribution.

11. Work_wWeek

- 19843 Establishes Work Week Groups.
- 19851 Sets 40-hour work_week and eight-hour day.

TA 4/27
6-2-16
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12. Overtime

- 19844 Directs CalHR to establish rules regarding cash compensation time off.

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19848 Permits the granting of compensating time off in lieu of cash compensation within 12 calendar months after overtime worked.

19849 Requires CalHR to adopt rules governing overtime and the appointing power to administer and enforce them.

19863 Allows use of accumulated compensable overtime while on temporary disability (due to work-incurred injury) to augment paycheck.

13. Deferred Compensation

19993 Allows employees to deduct a portion of their salary to participate in a deferred compensation plan.

14. Relocation Expenses

19841 Provides relocation expenses for involuntary transfer or promotion requiring a change in residence.

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USA
6-2-16
James
Brown

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15. Travel Expenses

19820 Provides reimbursement of travel expenses for officers and employees of the State on State business.

19822 Provides reimbursement to State for housing, maintenance, and other services provided to employees.

16. Leaves of Absence

19991 Allows release time for civil service examinations.

19991.1 Allows leave without pay, not to exceed one year, assures right of return.

19991.2 Allows the appointing power to grant a two-year leave for service in a technical cooperation program.

19991.4 Provides that absence of an employee for work-incurred compensable injury or disease is considered as

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continuous service for purposes of salary adjustments, sick leave, vacation, or seniority.

19991.6 Provides one year of pregnancy leave or less as required by a permanent female employee.

17. Performance Reports

19992 Allows the establishment of performance standards.

19992.1 Requires performance reports to be accurate.

19992.2 Requires the appointing power to prepare performance reports and show them to the employee.

19992.3 Requires performance reports to be considered in salary increases and decreases, layoffs, transfers, demotions, dismissals, and promotional examinations as prescribed by CalHR rule.

TA 490
6-2-16
Dan
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K. Wilson
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18. Involuntary Transfers

- 19841 Provides relocation expenses for involuntary transfer or promotion requiring a change in residence.
- 19994.1 Authorizes involuntary transfers. Requires 60-day prior written notice when transfer requires change in residence.
- 19994.2 Allows seniority to be considered when two or more employees are in a class affected by involuntary transfers which requires a change in residence.

19. Demotion and Layoff

- 19997.2 Provides for subdivisional layoffs in a State agency subject to CalHR approval. Subdivisional reemployment lists take priority over others.
- 19997.3 Requires layoffs according to seniority in a class, except

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for certain classes in which employee efficiency is combined with seniority to determine order of layoff.

19997.8 Allows demotion in lieu of layoff.

19997.9 Provides for salary at maximum step on displacement by another employee's demotion, provided such salary does not exceed salary received when demoted.

19997.10 An employee displaced by an employee with return rights may demote in lieu of layoff.

19997.11 Establishes reemployment lists for laid-off or demoted employees.

19997.12 Guarantees same step of salary range upon recertification after layoff or demotion.

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19997.13

Requires 30-day written notice prior to layoff and not more than 60 days after seniority computed.

19998

Employees affected by layoff due to management-initiated changes should receive assistance in finding other placement in State service.

19998.1

State restriction on appointments.

20. Incompatible Activities

19990

Requires each appointing power to determine activities which are incompatible, in conflict with, or inimical to their employees' duties; provides for identification of and prohibits such activities.

21. Training

19995.2

Provides for counseling and training programs for employees whose positions are to be eliminated by automation, technological, or

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management-initiated changes.

19995.3

Provides for the Department of Rehabilitation to retrain and refer disabled State employees to positions in State service.

TA SEIU 1000

Brandon Mod, Unit 1
 Bruce Neal, Unit 3
 Joseph Penn BU 4
 Brad Willis BU 11
 Robert Vega BU 14
~~Ma Stott~~ BU 15
 Kimberly Cant BU 17
 Ronna Lee BU 20
 Joel Adams BU 21
 Brooke Piempa Staff
 Marguerite

TA 42 R
 6-2-16
 Pam Manville
 K. Hargrave

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 P. Wilson
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

5.7 Non-Discrimination

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A. No State employee shall be discriminated against or harassed in State employment consistent with applicable State and Federal Employment Laws.

B. At the employee's discretion, allegations of discrimination or harassment based upon disability and/or medical condition, or failure to provide reasonable accommodation for physical or mental disability may be subject to the grievance procedure up to the third level, and/or may be pursued with the SPB through the complaint procedure specified by the Board, and/or the Department of Fair Employment and Housing (DFEH), and/or the Federal Equal Employment Opportunity Commission (EEOC).

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C. At the employee's discretion, other allegations of discrimination or harassment may be subject to the grievance procedure up to the third level, and/or

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may be pursued with the Department of Fair Employment and Housing (DFEH), and/or the Federal Equal Employment Opportunity Commission (EEOC).

D. The filing of a grievance is not mandatory and neither the filing nor non-filing of a grievance shall be construed as a waiver of an employee's right to maintain a separate, private cause of action.

E. No employee shall be subject to retaliation or threats of retaliation, nor shall any employee be restrained, coerced or otherwise interfered with in the exercise of his/her rights under this section. Alleged retaliation may be subject to the grievance and arbitration procedure.

450
[Signature]

TA 6-2-16
Tom Manville

TA SEIU 1000
Brenda Mook, Unit #1
Bruce Thiel, Unit 3
Sophia Pecher BU 4
Brod Willer BU 11
Robert Jega BU 14
Man ~~Stiller~~ BU 15
Kimberly Carant BU 17
Ronda ~~Quinn~~ BU 20
Wynne Cole BU 21
Bridgette Pienzo staff
Mary ~~Manville~~

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SSA
T. Manville
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T. Manville



Union Proposal
Master Table

Date _____

Proposal No: 3

The Union proposes the following rollover language:

5.8 Sexual Harassment

A. No State employee shall be subject to sexual harassment. The State agrees to take such actions as necessary to ensure that this purpose is achieved, and shall post a statement of its commitment to this principle at all work sites.

B. At the employee's discretion, allegations of sexual harassment may be subject to the grievance procedure up to the third level, and/or may be appealed to the Department of Fair Employment and Housing, and/or the Federal Equal Employment Opportunity Commission. The filing of a grievance is not mandatory and neither the filing nor non-filing of a grievance shall be construed as a waiver of an employee's right to maintain a separate, private cause of action.

C. No employee shall be subject to retaliation or threats of retaliation, nor shall any employee be restrained, coerced or otherwise interfered with in the exercise of his/her rights under this section. Alleged retaliation may be subject to the grievance and arbitration procedures in Article 6.

Bridget Mook
Bruce Thiel

Bradwell
Rohit Vega
Maura Stetter

L. Garcia
Michael Cadon
Brooke Piccini
Marga Mook

Pat Wilson
Martina Schmitt
Maryanne
Steve Alimonda
Khaymie
6/23/2016 2:38 PM
TA 7:46 PM
6-23-16



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

5.10 Labor/Management Committees

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A. The State and SEIU encourage the use of Labor Management Committees to address issues of mutual concern in a problem solving context. Upon request of either party, a Labor/Management Committee (JLMC) shall be established to address specific or ongoing issues such as:

1. Workload
2. Productivity
3. Making the worksite more efficient and effective
4. Improving the quality of service

B. An established JLMC shall adhere to the following guidelines:

1. The JLMC will consist of equal reasonable number of management representatives selected by the department head or designee

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TA SEIU 1000

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Bruce Thal
Joseph
Brad Willis
Robert Vega
Maurice
K. P. ...
Ramon
Myra ... BU 21
Brooke ...
Mary ...

and Union representatives selected by the Union.

2. JLMC recommendations, if any, will be advisory in nature.
3. JLMC meetings shall not be considered contract negotiations and shall not be considered a substitute for the grievance procedure or professional practice groups.
4. Employees who participate on such a committee will suffer no loss in compensation for attending meetings of the committee.
5. Dates and times of meetings and agendas of the JLMC's shall be mutually determined by the members of the JLMC.

TA 16-2-16 4:50
Pam Manwiller

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Union Proposal

Master Table

Date 6-5-16

10:30 a

Proposal No: 1

The Union proposes the following rollover language:

5.12 Upward Mobility Program

Each department shall establish and maintain an upward mobility program consistent with CalHR Regulations. At the request of the Union, the department shall meet to discuss their upward mobility program. Recommendations for adding to or deleting from the upward mobility program shall be considered by the department. Any change shall be consistent with the CalHR regulations.

SEIU 1000 TA

- Brenda J. Moore
- Bruce Theel
- Sasha [unclear]
- Brad Willis
- Robert Meyer

TA 9:00 a

6-6-16

Pam Manville
Pat Wilson

Marlene Schultz

2. Miranda

Tiffany Navarrette

Patty Amant

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Union Proposal
Bargaining Unit 14

5/14 10:52
5-3-16

Date _____

Proposal No: 1

The Union proposes the following language:

~~5.13.14 Labor/Management Committee—OSP
(Unit-14)~~

~~Within sixty (60) days of contract ratification the Department of General Services (DGS), Office of State Publishing agrees to continue a Joint Labor/ Management Committee to discuss issues of concern to Unit 14 employees at OSP. The Committee shall be administered under the following provisions:~~

~~1. The Committee shall be advisory in nature and provide recommendations to the State Printer, Office of State Publishing, and the Union.~~

~~2. The Committee shall be composed of three (3) management representatives and three (3) Unit 14 employees. The management representatives shall be selected by the State Printer, and the labor representatives shall be selected by the Union. Additional representatives (management or labor) may be temporarily added contingent on the issues~~

UNION 5/10/16 2:14 pm

Staff
Robert Beeg Chair BU 14

Amunthson

State 5/10/16 2:14 P.M
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~~being discussed and the information needs of the Committee.~~

~~3. OSP labor representatives shall serve without loss of compensation.~~

~~4. Meeting schedules shall be mutually agreed upon subject to operational needs of OSP.~~

~~5. The Committee will meet to consider issues, including but not limited to, training needs of Bargaining Unit 14 employees, complaints, potential policy and procedure changes, safety and productivity improvement measures.~~

UNION 5/10/16 2:14 pm

Staff

Robert Vega Chair BU 14

David Klein

State
Stephanie Ortiz
John Kelly
Patty Smart
[Signature]
S.S.A.



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

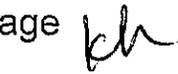
5.14 Joint Labor/Management Committee – Model Policy

- A. It is in the best interest of the State and the Union to jointly develop a consistent alternate work schedule policy for 4/10/40 work schedules. Therefore, the Union and the Department of Human Resources (CalHR) agree to establish a joint Labor/Management Committee (Committee) to develop a 4/10/40 work week policy.
- B. The Committee shall consist of ten (10) members, five (5) selected by the Union and five (5) selected by the CalHR. The Co-Chairs of the Committee shall be one individual selected by the Union and one individual selected by the CalHR. The Committee shall meet monthly after the ratification of this contract. The Co-Chairs shall agree on an agenda prior to the date of the meeting.
- C. The model policy recommendation shall be completed and in writing before the expiration of the contract. CalHR shall encourage

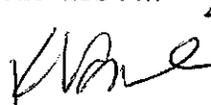

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Union Proposal
Bargaining Unit 14
Date 6.3.16

@10:30am

Proposal No: 1

The Union proposes the following rollover language:

5.14.14 BU 14 Upward Mobility Joint Labor/Management Committee (Unit 14)

A. Within sixty (60) days of contract ratification the State and the Union agree to continue the Joint Labor/Management Committee on Upward Mobility to assist departments in complying with their upward mobility requirements.

B. The BU14 Joint Labor/Management Committee on Upward Mobility will consist of at least eight (8) members, four (4) management members selected by DPA CalHR and four (4) Union members selected by the Union. The committee shall be co-chaired by one of the Union's representatives, along with a co-chair representing the State.

C. At the request of the Union, the committee will meet quarterly. Members of the committee will be granted state release time for all committee meetings.

SEIU 1000 TA
Staff
Robert Vega
Munther

STATE
SSA TA
2:13 P.M.
6.3.16
Lynn Auffy
P. Smart
Cecilia E. Greenwood
Munther

D. The committee will develop a handbook identifying outside funding sources for educational opportunities, apprenticeship programs, internships, career counseling and other assistance for upward mobility. The committee may include internal state sources for career training opportunities.

E. Each department shall establish and maintain an upward mobility program consistent with SPB Regulations. At the request of the Union, the department shall meet to discuss their upward mobility program. Recommendations for adding to or deleting from the upward mobility program shall be considered by the department. Any change shall be consistent with the SPA SPB regulations.

SEIU 1000 TA

WU, Staff
Robert Vega
Domestico

STATE
June A. [unclear]
ph

[Signature]
Cecilia E. Greenwood

VP S.S. TA
2:13 P.M.
6-3-16

- Reducing the cost of contracts.

The Union and the State shall each be entitled to select a maximum of five (5) representatives. The Co-Chairs of the Contracting Task Force shall be one (1) Task Force member selected by the Union and one (1) Task Force member selected by the State. The Union and the State shall select its own representatives. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. Task Force members and employee subject matter experts shall serve without loss of compensation. The Task Force shall meet at least quarterly or more often as agreed to by the Task Force.

The Co-Chairs shall finalize the agenda at least 5 days in advance of the meeting. The Department of General Services shall be responsible to secure the actual contracts that will be evaluated during the Task Force meetings.

The Task Force will make recommendations regarding its findings with respect to which contracts may be cancelled or reduced by the State as a budget solution. The Task Force shall produce an annual report, by June 30th identifying contracts which have been reviewed by the Task Force. This report shall include which contracts have been reviewed, what the recommendation was for the

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TA 9:00 am
 6-6-16

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 Pam Manville
 Pat Wilson
 Marlene Schultz
 6/2/2016 5:10 PM
 Travarrette
 D.A. ...

contract, an explanation of why a contract was not submitted to be cancelled or reduced, and what actions were taken by the State.

SEIU 1000 TA

• Brandy Motta
• Bruce Ghal
• Joseph
• Brad Wells
• Robert Vega

~~Mike Walters~~

~~X Conant~~

~~Roma~~

~~Myra Cook~~

~~Brodie Piempe~~

~~Maryanne~~

TA 9:00 am

6-6-16
Pam Manville
Pat Wilson

Maureen Schultz

S. Linard

T. Navarrete

P. Amant

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Union Proposal
Bargaining Unit 14
Date 6-3-16

@D:3am

Proposal No: 1

The Union proposes the following rollover language:

**5.18.14 Joint Labor Management Committee (JLMC) –
Office of State Publishing (OSP) (Unit 14)**

The parties agree to establish a JLMC to make recommendations on the future of the printing trades in Bargaining Unit 14.

SEIU 1000 TA

ML staff
Robert Regan
Donna Deon

The committee will focus on industry trends for the future growth of OSP through technological innovation, digital media production, web-to-print applications, equipment, and training.

The committee shall be comprised of four (4) union representatives and four (4) management representatives. Union representatives shall serve without loss of compensation.

STATE TA 4/3/16 @ 2:30pm
Ann Huff S.S.
pb
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be 5-1-9

Cecilia E. Greenwall
Stephan [Signature]

5.19.14

JLME DSP

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Article #

S/B 5.19.14

schedule by mutual agreement. The first meeting shall take place no later than September 1, 2016.

An agenda shall be agreed upon at least five (5) work days in advance of the meeting. Any information request will be responded to within a reasonable amount of time, which normally should not exceed thirty (30) calendar days.

The Task Force shall schedule and meet with the Director of CalHR no later than September 1, 2017, to advise him/her of the results of its research and discussions.

SEIV 1000 TA

Brendy Mott
Bruce Sheef
Sophia Park
Brad Wilbur
Robert Pegg
Mae Spill
K. Brown
Richard Jones
Myra Cook
Brooke Pease
Marguerite

TA 427 p
6-13-16
Pam Marwick
Maryellen Monahan
Stephanie Fort
Karyn
C. Llo
Pat Wilson
S. S. Ke
Travanelle
J. A. Whirland
Nathaniel Allen
Gilly
S. Serrano
H. H.



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.1 Purpose

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... BU 15
... BU 17
... BU 20
... BU 21
... Staff
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A. This grievance procedure shall be used to process and resolve grievances arising under this Contract and employment-related complaints.

B. The purposes of this procedure are:

1. To resolve grievances informally at the lowest possible level.
2. To provide an orderly procedure for reviewing and resolving grievances promptly.

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6.2.2016
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K...
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Pat Wilson
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Union Proposal

Master Table

Date 6-5-16

Proposal No: 1

The Union proposes the following rollover language:

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6.2 Definitions

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A. A grievance is a dispute of one or more employees, or a dispute between the State and the Union, involving the interpretation, application, or enforcement of the express terms of this Contract.

B. A complaint is a dispute of one or more employees involving the application or interpretation of a written rule or policy not covered by this Contract and not under the jurisdiction of the SPB. Complaints shall only be processed as far as the department head or designee.

C. As used in this procedure, the term "immediate supervisor" means the individual identified by the department head.

D. As used in this procedure, the term "party" means the Union, an employee, or the State.

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E. A "Union representative" refers to a Union steward or staff representative or a bargaining unit council representative.

F. A grievance conference is a meeting that can be held at any step of the grievance process in an attempt to settle the grievance.

SEIU 1000 TA

- Pamela Moore
- Bruce L. Hart
- Jerry Miller
- Brad Willis
- Robert Vega

- Man S. Patel
- Stacy
- Wanda
- Myra
- Brooke P. Perry
- Max Marshall

TA 900 am

6-6-16

Pam Manville

Pat Wilson

Marlene Schultz

S. Davis

Travarette

Pat Smart

H. H.

J. A.

Khayn

~~Christy~~

W. J.

Q. S. S.

Q. M.

D. S.



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.3 Time Limits

Each party involved in a grievance shall act quickly so that the grievance may be resolved promptly. Every effort should be made to complete action within the time limits contained in the grievance procedure. However, with the mutual consent of the parties, the time limitation for any step may be extended.

TA SEIU 1000

Brady Mot

Bruce Theel

Stephen Nelson

Bred Willis

Robert Vega

Max Miller

K. Cantor

Ronald Jones BU20

M. J. Corbin BU21

Brooke Piempie

Mary Madsen

TA 2nd pr
6-2-16
Pam Manwila

Pat Wilson
[Signature]
Gi Fi

S. S. S. 6-2-2016

H. H. H.
Marylene Schultz
K. K. K.

S. S. S. JB
K. K. K. JB
S. S. S.

Porter
[Signature]
T. M. M.
Patty Adams



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.5 Presentation

At any step of the grievance procedure, the State representative, grievant(s), Union Representative or the Union Steward may request a grievance conference. The grievant(s) and steward(s) shall attend without loss of compensation.

TA SEIU 1000

Branch: Mr.
Bruce Theel
Sally Packer

Brad Willy
Robert Vega

~~Mandy Neath~~

Grievant

Ronna Ann Buzi

Myra Car Jara Buzi

Brooke Perry
Mary Mad

TA 2³⁰ P-
6-2-16
Pam Mandula

~~[Signature]~~
[Signature]

Stampo 6-2-2016
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Trawanette

Darius [Signature]
Pat Wilson



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.6 Informal Discussion

An employee's grievance initially shall be discussed with the employee's immediate supervisor. Within seven (7) calendar days the immediate supervisor shall give his/her decision or response.

6-2-16
TA SEIU 1000 4:57p

Brendy M...
Bruce Theel
Sophie...
Brad...
Robert...
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Tiffany...
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TA SEIU 1000

Brendy Moo

Bruce Paul
Dorothy [unclear]

Brook Wilton

Robert Vega

Man [unclear]
K. [unclear]

Rita [unclear]
Buzo

Mijail Cordova BU21

Brooke Pierra
Margie [unclear]

C. Within thirty (30) calendar days after receipt of the formal grievance, the person designated by the department head as the first formal level of appeal shall respond in writing to the grievant. A copy of the written response shall be sent concurrently to SEIU Local 1000 headquarters by the department head or designee.

D. No contract interpretation or grievance settlement made at this stage of the grievance procedure shall be considered precedential. All interpretations and settlements shall be consistent with the provisions of this Contract.

TA 2³⁰ pm
6-2-16
Pam manwiler

Pat Wilson
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[Signature]
Pam [unclear]
6-2-2016

Marilyn [unclear]
K. [unclear]

SSN [unclear] SM [unclear]
K. [unclear] JB [unclear]
Porter [unclear]

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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

6.8 Formal Grievance – Step 2

- A. If the grievant is not satisfied with the decision rendered pursuant to Step 1, the grievant may appeal the decision within thirty (30) calendar days after receipt to the department head or designee.
- B. Within thirty (30) calendar days after receipt of the appealed grievance, the department head or designee shall respond in writing to the grievance. A copy of the written response shall be sent concurrently to SEIU Local 1000 Headquarters.

TA SEIU 1000

Bobby Mott
Bruce Theel
Bob Weller
Robert Vega
Walt Hill
K. Stewart
Ronna Jones BU20
Myra Carter BU21
Brooke Piesinger
Mary Mulvaney

TA 2³⁰ pm
6-2-16
Pam Manville

Pat Wilson
[Signature]
6-2-2016

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+ Marlene
Patty [Signature]
Marlene [Signature]
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.9 Formal Grievance – Step 3

A. If the grievant is not satisfied with the decision rendered at Step 2, the grievant may appeal the decision within thirty (30) calendar days after receipt to the Director of the CalHR or designee. The Union shall concurrently send a copy of the grievance appeal cover letter to the affected department(s).

B. Within thirty (30) calendar days after receipt of the appealed grievance, the Director of the CalHR or designee shall respond in writing to the grievance.

6-2-16
TA SEIU 1000 4:50p
Brady Mat, Unit #1
Bruce Thel
Sophia
Brad Wilk
Robert Heger
Maurice
Vanessa
Renee
Miguel Cordor
Scottie Puentes
Monsieur Madal

4:50
TA
6-2-16
Team
Maurice

Pat Wilson
Sofia
Tranvarrette
Markus Schuttz
Zil Duran
K Van Sock
Khaquie
J.R.
K.A.
Schmartz
Grimy
H.A.
S.Sah
Khaquie
D.L.
Tranvarrette



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.10 Response

If the State fails to respond to a grievance within the time limits specified for any step, the grievant shall have the right to appeal to the next step.

TA SEIU 1000

Bruce Gheef
Brook Willen
Robert Vega
Ma Statter
K. Conroy
Ronda
Miguel Cardona BU21
Brooke P...
Mars...

TA 2-30
6-2-16
Pam Manwila

Pat Wilson
S. G... 6-2-2016
T. Navarrete
Patty...
Marlene Schultz
K. A. S...
S. S...
K. S...
S. S...
S. S...
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.11 Formal Grievance – Step 4

A. If the grievance is not resolved at Step 3, within thirty (30) calendar days after receipt of the third level response, the Union shall have the right to submit the grievance to arbitration. If the grievance is not submitted to arbitration within thirty (30) calendar days after receipt of the third level response, it shall be considered withdrawn.

B. Within fifteen (15) calendar days after the notice requesting arbitration has been served on the State, the Union shall contact the State to mutually select an arbitrator. If the parties cannot mutually agree upon an arbitrator within forty-five (45) calendar days after the request to select an arbitrator has been served, the Union may request the State Conciliation and Mediation Service or the Federal Mediation and Conciliation Service to submit to both parties a panel of nine (9) arbitrators. Within fifteen (15) calendar days after receipt of the panel of arbitrators from the State Conciliation and Mediation Service or the Federal Mediation and Conciliation Service, the Union shall contact the State in writing and

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request to strike names from the panel. The parties shall have ten (10) business days to meet and alternately strike names until only one name remains and this person shall be the arbitrator.

C. The arbitration hearing shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The cost of arbitration shall be borne equally between the parties, unless the parties mutually agree to a different arrangement.

D. An arbitrator may, upon request of the Union and the State, issue his/her decision, opinion, or award orally upon submission of the arbitration. Either party may request that the arbitrator put his/her decision, opinion, or award in writing and that a copy be provided.

E. The arbitrator shall not have the power to add to, subtract from, or modify this Contract. Only grievances as defined in section 6.2 (A) of this article shall be subject to arbitration. In all arbitration cases, the award of the arbitrator shall be final and binding upon the parties.

TA SETU 1000

Brendy MA, Unit 1

Bruce Sheel, Unit 3

Sophia Reuter BU 4

Brad Willis BU 11

Robert Vega BU 14

Mar Walker BU 15

Kimberly Cavant BU 17

AS
Michelle BU 20

Myra Carter BU 21

Sharon Pierson, Staff

Greg Mendel

TA 2nd pr
6-2-16

Pam Manwiler

John

SS

Khaynie

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+ New York

Pat Wilson

Pat Wilson

John

Marlene Schutt

Dutky

6-2-2016

John

John



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.12 Grievance Review

Upon request of either party, the State and Union shall meet monthly in an attempt to settle and resolve grievances. The parties shall agree at least two (2) weeks prior to each meeting on the agenda and who shall attend.

TA SEIU 1000

Brendy Mohr, Unit 1

Brace Thiel, Unit 3

Sophia J. Peche BU 4

Brad Willis BU 11

Robert Vega BU 14

Mary Patten BU 15

Kimberly Cant BU 17

Ronda [unclear] BU 20

Margaret Condon BU 21

[unclear] Staff

Margy [unclear]

TA 230 pc
6-2-16
Pam Manville

Pat Wilson
Kathy [unclear]

Hi [unclear]
S. Kemp 6-2-2016
Patty Almont

Marlene Schmittz
V. [unclear]

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K. [unclear]

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T. [unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

6.13 AWOL Hearing Back Pay

In any hearing of an automatic resignation (AWOL) pursuant to Government Code section 19996.2, the hearing officer shall have the discretion to award back pay. Once adopted by the CalHR, the hearing officer's decision with respect to back pay shall be final and is neither grievable nor arbitrable under any provision of this Contract, nor may it otherwise be appealed to a court of competent jurisdiction. This provision does not alter or affect the right to bring a legal challenge or appeal of the other aspects of the hearing officer's decision as provided in law. This does not otherwise limit or expand any other authority of the hearing officer under Government Code 19996.2.

TA SEIU 1000

Bundy Mark
Bruce Sheel
C. K. K.
Brad Wells
Robert Vega
Dan Stettin
D. S.
R. S.
Miguel Gordon BU21
S. S.
M. S.

TA 230p
6-2-16
D. M.
Patty Amad
Pet Wilson
S. S.
6-2-2016
M. S.
K. S.
S. S.
K. S.
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Union Proposal

Master Table

Date 6-5-16

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Proposal No: 2

The Union proposes the following rollover language:

U 1000 TA

6.14 Mini-Arbitration Procedure

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The parties agree to continue to participate in a pilot program of an expedited (mini) arbitration process. The pilot program shall continue for the duration of the agreement.

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A. The grievances to be referred to this process shall be determined by mutual agreement only. The parties agree that this process shall be reserved for those cases of limited scope and limited impact. The parties agree that a mini arbitration hearing date shall be scheduled at least four (4) times in a fiscal year. The parties agree to meet within 45 days from the date the legislature ratifies this MOU to select four dates for this mini-arbitration process. The parties may cancel or add additional dates by mutual agreement.

B. Within 45 days of this Agreement's ratification by the Legislature, the parties shall appoint a standing panel of four (4) arbitrators for the mini-arbitration process. Each party shall assign two arbitrators to the mini-arbitration panel. The arbitrators shall be

[Handwritten signatures and notes: SSA, TA, 900 an, 6-6-16, Pam manwiller, Pat Wilson, Marken Schultz, Sullivan]

listed in alphabetical order by last name and be assigned to hear grievances on a continuous rotation.

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Bey
JSS
BW
RV

C. The arbitration shall be conducted according to the following rules and the arbitrator shall be required to abide by them:

1. The arbitrator shall hear and decide as many grievances as can reasonably be presented in a normal work day. The parties shall schedule the earliest available date provided by the arbitrator that is feasible for both parties.

2. The parties shall attempt to prepare a written stipulation of undisputed facts prior to arbitration. The arbitrator shall only take testimonial and/or documentary evidence relevant to those facts which remain in dispute.

3. The presentation of each grievance shall include an opening statement, the submission of documentary and testimonial evidence, and a closing argument. Each party will designate no more than one (1) spokesperson to present their case to the arbitrator. In addition, each party shall be limited to two (2) witnesses per case unless by mutual stipulation, in which

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6-6-16
[Signature] [Signature] Pat Wilson
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[Signature] [Signature] [Signature]
S. Nivande
T. Navarette

SEIU 1000 TA

BP
JWS
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RV

case, the parties may call additional witnesses.

4. The arbitrator shall make his/her decision solely on the written record in the grievance, the grievance response(s), and any oral or documentary presentation made at the arbitration proceeding. The presentations shall be time limited, consistent with the intent of this provision to hold multiple grievance reviews in a single day. There shall be a stenographic record or transcripts of the hearings.

5. At the conclusion of the hearing, each party shall present an oral summation of its position. Post hearing briefs shall not be submitted.

6. The arbitrator will issue a bench decision on each grievance. The decision of the arbitrator is final and binding, but shall have no precedential value whatsoever.

7. The arbitrator shall have no authority to add to, delete, or alter any provisions of this Contract, or any agreements supplementary thereto, but shall limit the decision to the application of the Contract to the facts and circumstances at hand.

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TA 9:00 am

RR 6-6-16

SSA [Signature] Pam Manville
[Signature] Pat Wilson

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Marilyn Schuttz
S. Hernandez
T. Navarrete

8. The parties are limited at the expedited arbitration to presenting only the facts, documents, and arguments presented during the lower levels of the grievance process and either party may also introduce new documents or facts provided that such materials are submitted to the other party at least ten (10) days prior to the hearing.

D. The arbitrator shall be paid a flat fee for each day of the hearing, without regard to the number of cases presented during that day's hearing. Each party shall pay one-half of the arbitrator's charges.

U 1000 TA

Brenda J. Mott
Bruce Huff
Joseph
Brad Willis
Robert Siger

Max Water

Paul
Tom
Myel
Brooke
Muz

TA 900 on
6-6-16
Tom Manville
Pat Wilson
Marlene Schultz
S. Plimuda
T. Navarrette
P. Amant
H

BB
K
Chayn
S. Taylor
R. J.
S. Sch
G. M.

D. Amant



Union Proposal
Master Table

Date _____

Proposal No: 3

The Union proposes the following language:

7.1 Holidays

SEIU Local 1000 TA

Brenda J. Mott
Bruce Theif
Brad Willis
Robert Aguirre
Mindy Hill
K. Lawant
Tommy
Myl Cole
Beverly Puentes
Marguerite

A. Full-time and part-time employees, except civil service exempt Unit 3 employees in the California Department of Education (CDE), shall be entitled to such observed holidays with pay as provided below, in addition to any official State holidays declared by the Governor.

B. Premium holidays shall include January 1, the last Monday in May, July 4, the first Monday in September, Thanksgiving Day, and December 25.

Regular holidays shall include: the third Monday in January, the third Monday in February, March 31, November 11, the day after Thanksgiving.

The holidays are observed on the actual day they occur with the following exceptions:

1. When November 11 falls on a Saturday, full-time and part-time employees shall be entitled to the preceding Friday as a holiday with pay.
2. When a holiday falls on a Sunday, the following Monday, not Sunday, shall be treated as the holiday for purposes of this Article. ~~full-time and part-time employees shall be entitled to the following Monday as a holiday with pay.~~

2:45a
TA
12/3/16
Pamela
Aspen
Pat King
J. Sanchez
Martina
Mary Ann
Monica
S. Soto
Cynthia
Stacy
Pat Wilson
Patty Amant

3. If an employee's work schedule encompasses four (4) or more hours on the holiday, the employee will be compensated in accordance with this Article. An employee shall receive compensation for only the observed or actual holiday, not both.

SEIU Local 1000 TA

~~Brenda J. Mott~~
~~Bruce Theel~~
~~Brad Willes~~
~~Robert Vega~~
~~Mud Hill~~

C. Upon completion of six (6) months of his/her initial probationary period in State service, a full-time or part-time employee shall be entitled to one (1) personal holiday per fiscal year. Employees working part-time shall be entitled to the personal holiday, on a pro-rated basis in accordance with the chart shown in section 7.11(C). The personal holiday shall be credited to each full-time and part-time employee on the first day of July.

D. The department head or designee may require five (5) days advance notice before a personal holiday is taken and may deny use subject to operational needs. When an employee is denied use of a personal holiday, the department head or designee may allow the employee to reschedule the personal holiday or shall, at the department's discretion, allow the employee to either carry the personal holiday to the next fiscal year or cash out the holiday on a straight time (hour for hour) basis.

E. The department head or designee shall make a reasonable effort to grant an employee use of his/her personal holiday on the day of his/her desire subject to operational need.

F. An employee shall accrue eight (8) hours of holiday credit when an observed premium or regular holiday falls on the employee's regularly scheduled day off.

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TA
12/3/16

~~Janita~~
SBE

~~Agus~~

~~John~~

~~Markus Schultz~~
~~Mary Jane~~
~~Monica S. Sisk~~

~~Walter~~
~~Stacy~~
~~Pat Wilson~~
~~Patty~~

~~KL Cant~~
~~Parade~~
~~Miguel~~
~~Brodie~~
~~Margaret~~

and the employee is excused from work.

G. When a full-time employee in Work Week Group 2 is required to work on a premium holiday, the employee shall receive eight (8) hours of holiday credit and one and one half (1½) the hourly rate for all hours worked on the observed holiday, compensable by holiday credit, cash or compensatory time off (CTO). The method of compensation shall be at the State's discretion. The premium holidays to which this compensation applies are January 1st, the last Monday in May, July 4th, the first Monday in September, Thanksgiving Day, and Christmas December 25.

SEIU Local 1000 TA

Brenda J. Mohr
Bruce Sheff
Brad Wilton
Robert Vega
Munster

1. Holiday premium pay, calculated at one and one-half (1½) times the applicable hourly rate for hours worked on January 1, last Monday in May, July 4, the first Monday in September, Thanksgiving Day and December 25, shall count towards any premium overtime compensation earned during the same workweek. Section K satisfies the provision of Article 19.2 Overtime.

2. Notwithstanding subdivision B above, when a premium holiday falls on a Sunday and the employee is required to work on the Sunday, the employee shall be paid one and one-half (1½) times for all hours worked. Employees shall not receive one and one-half (1½) times for hours worked on the Monday following the Sunday holiday.

When a full-time employee in Work Week Group 2 is required to work on regular holiday, the employee shall receive eight (8) hours of holiday credit and their

TA
2:45
12-3-16
Team Lead

Robert Fleming
S. S. L
Cynreese

LC want
Ronald
Myra
Becky P...
Margo Meek

Marilyn Schmitt
Mary Ann
Pat Wilson
Patty Amant

January 1st, the last Monday in May, July 4th, the first Monday in September, Thanksgiving Day and Christmas December 25.

When a part-time employee in Work Week Group 2 is required to work on regular holiday, the employee shall receive a pro-rated amount of holiday credit as specified in the chart below and their regular hourly rate for all hours worked on the observed holiday, compensable by holiday credit, cash or ~~compensatory time off (CTO)~~. The method of compensation shall be at the State's discretion. The holidays to which this compensation applies are the third Monday in January, the third Monday in February, March 31, November 11, the day after Thanksgiving.

SEIU Local 1000 TA

Brandi Mohr
Bruce Sheff
Brad Wells
Robert Vega
Maurice [unclear]

FA 2:45a
12-3-16

J. Work Week Group E or SE Employees: If a part-time employee is required to work on an premium holiday, the employee shall receive a pro-rated amount of holiday credit as specified in the chart below and one (1) hour of informal time off for every two (2) hours worked. The premium holidays to which this compensation applies are January 1st, the last Monday in May, July 4th, the first Monday in September, Thanksgiving Day and Christmas December 25.

PAID
MORNING

K. Cavart
R. [unclear]
M. [unclear]
Brooke [unclear]
M. [unclear]

Work Week Group E or SE Employees: if a part-time employee is required to work on a regular holiday, the employee shall receive regular rate of pay and a pro-rated amount of holiday credit as specified in the chart below. The regular holidays to which this compensation applies are the third Monday in January, the third

[unclear]
Robert [unclear]
S. [unclear]
S. [unclear]
S. [unclear]
Pat Wilson
Patty [unclear]
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Monday in February, March 31, November 11, and the day after Thanksgiving.

K. Employees in Work Week Group 2 who are required to work overtime on a holiday shall be paid in accordance with the provisions of section 19.2.

L. Employees shall receive compensation for holidays in accordance with the following:

CHART FOR COMPUTING VACATION, SICK LEAVE, ANNUAL LEAVE AND HOLIDAY CREDITS FOR ALL FRACTIONAL TIME BASE EMPLOYEES SUPERCEDES ACCRUAL RATES IN MANAGEMENT MEMORANDUM 84-20-1

TIME BASE	HOURS OF MONTHLY VACATION OR ANNUAL LEAVE CREDIT PER VACATION GROUP									HOURS OF MONTHLY SICK HOLIDAY CREDIT
	7	10	11	12	13	14	16	17	18	
9/10	6.30	9.00	9.90	10.80	11.70	12.60	14.40	15.30	16.20	7.20
7/10	4.90	7.00	7.70	8.40	9.10	9.80	11.20	11.90	12.60	5.60
3/10	2.10	3.00	3.30	3.60	3.90	4.20	4.80	5.10	5.40	2.40
1/10	0.70	1.00	1.10	1.20	1.30	1.40	1.60	1.70	1.80	0.80
7/8	6.13	8.75	9.63	10.50	11.38	12.25	14.00	14.88	15.75	7.00
5/8	4.38	6.25	6.88	7.35	8.13	8.75	10.00	10.63	11.25	5.00
3/8	2.63	3.75	4.13	4.50	4.88	5.25	6.00	6.38	6.75	3.00
1/8	0.88	1.25	1.38	1.50	1.63	1.75	2.00	2.13	2.25	1.00
4/5	5.60	8.00	8.80	9.60	10.40	11.20	12.80	13.60	14.40	6.40
3/5	4.20	6.00	6.60	7.20	7.80	8.40	9.60	10.20	10.80	4.80
2/5	2.80	4.00	4.40	4.80	5.20	5.60	6.40	6.80	7.20	3.20
1/5	1.40	2.00	2.20	2.40	2.60	2.80	3.20	3.40	3.60	1.60

SEIU Local 1000 TA

Brendy Mad
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Brad Wells
Robert Vega
Mur Stat

Clara
Romana
Marla
Bole Kemp
Mary M

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 12-3-16
 Mackey Schmitt
 Pat Wilson
 Patty Amant
 Steve...
 S. Sah
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An employee can only earn up to a maximum of eight (8) hours holiday credit per holiday, regardless of the number of positions the employee holds within State service.

SEIU Local 1000 TA

Brandon Mork
Bruce Theel
Brad Wells
Robert Jegan
Max Hill

M. Holiday Credit may be requested and taken in fifteen (15) minute increments.

N. An employee shall be allowed to carry over unused holiday credits or be paid for the unused holiday credits, at the discretion of the department head or designee.

O. Upon termination from State employment, an employee shall be paid for unused holiday credit.

P. In the event that traditional, but unofficial holidays (e.g., Mother's Day, Father's Day), or religious holidays (e.g., Easter or Yom Kippur) fall on an employee's scheduled workday, the employee shall have the option to request the use of annual leave, accrued vacation, holiday credits, personal leave or CTO time, in order to secure the day off. The department head or designee shall make a reasonable effort to grant an employee the day off .45 a subject to operational need.

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Ronald
Myel Ah
Brook Piempa
Margaret

FA 2.45 a
2316
Pat Wilson
Patty Stewart
Johnnie
S. S. Sol
14/12/16



Union Proposal

Master Table

Date 6-5-16

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Proposal No: 2

The Union proposes the following language:

SEIU 1000 TA

8.1 Vacation/Annual Leave

A. Employees shall not be entitled to vacation leave credit for the first six (6) months of service. On the first day of the monthly pay period following completion of six (6) qualifying monthly pay periods of continuous service, all full-time employees covered by this section shall receive a one-time vacation bonus of forty-two (42) hours of vacation credit. Less than full-time employees shall be allowed, on a pro-rata basis, the fractional part of the bonus vacation credit. Thereafter, for each additional qualifying monthly pay period, the full-time employees shall be allowed credit for vacation with pay on the first day of the following month as follows:

7 months to 3 years 7 hours per month

37 months to 10 years 10 hours per month

121 months to 15 years 12 hours per month

181 months to 20 years 13 hours per month

241 months and over 14 hours per month

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AB
BW
RV

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TA 9:00 am
6-6-16
Pam Manuella
Pat Wilson
Marilyn Schultze
S. Almeida
T. Navarette
6/4/2016 5:37 PM
Other illegible signatures and initials.

D. Employees who elect to move to the vacation and sick leave programs will have their accrued annual leave balances converted to vacation. Employees shall have the continued use of any sick leave accrued as of the effective date of this agreement.

E. A full-time employee who has eleven (11) or more working days of service in a monthly pay period shall earn Vacation/Annual Leave credits as set forth under subsection A above or C respectively. Absences from State service resulting from a temporary or permanent separation for more than eleven (11) consecutive working days which fall into two (2) consecutive qualifying pay periods shall disqualify the second pay period.

F. ~~Part-time~~ Less than full-time and hourly employees shall accrue proportional Vacation/Annual Leave credits, in accordance with the chart shown in section 7 (L) of this Contract.

G. Vacation/Annual Leave accrual for employees in multiple positions will be computed by combining all positions, provided the result does not exceed the amount earnable in full-time employment, and the rate of accrual shall be determined by the schedule which applies to the position or

TA 900 am
6-6-16
Tom Manville
Pat Wilson
Marlene Schultze
S. Miravada
T.M. ...
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collective bargaining status under which the election was made.

H. Annual Leave that is used for purposes of sick leave is subject to the requirements set forth in section 8.2, Sick Leave, of this Contract.

I. Workweek Group 2 employees may take Vacation/Annual Leave credits in fifteen (15) minute increments.

J. Work Week Group 2 employees are authorized to use existing fractional Vacation/Annual Leave hours that may have been accumulated.

K. Subject to operational needs, the time when Vacation/Annual Leave shall be taken by the employee shall not be unreasonably denied. Employee Vacation/Annual Leave requests shall be submitted and granted or denied in writing in a timely manner. Vacation/Annual Leave can only be cancelled when unanticipated operational needs require it.

L. Vacation/Annual Leave requests must be submitted in accordance with departmental policies on this subject. However, when two (2) or more employees on the same shift (if applicable) in a work unit (as defined by each

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TA 9:00 am
6-6-16
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Marlene Schuffert
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6/4/2016 5:37 PM

department head or designee) request the same Vacation/Annual Leave time and approval cannot be given to all employees requesting it, employees shall be granted their preferred Vacation/Annual Leave period in order of seniority (defined as total months of State service in the same manner as Vacation/Annual Leave is accumulated). When two (2) or more employees have the same amount of State service, department seniority will be used to break the tie. Vacation/Annual Leave schedules, which have been established in a work unit, pursuant to the seniority provisions in this Article, shall not be affected by employee(s) entering the unit after the schedule has been established.

M. If an employee does not use all of the Vacation/Annual Leave that the employee has accrued in a calendar year, the employee may carry over his/her accrued Vacation/Annual Leave credits to the following calendar year to a maximum of six hundred forty (640) hours. A department head or designee may permit an employee to carry over more than six hundred forty (640) hours of accrued Vacation/Annual Leave hours if an employee was unable to reduce his/her accrued hours because the employee: (1) was required to work as a result of fire, flood, or other extensive emergency; (2) was assigned work of a priority or critical nature over an extended period of time; (3) was absent on full salary for compensable injury; (4) was prevented by department regulations from taking

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SEIU 1000 TA

Q. Employees may be permitted annually to cash out up to eighty (80) hours of accumulated Vacation/Annual Leave as follows:

On or before May 1 of each year, starting in the 2017 calendar year, each department head (Director, Executive Officer, etc.) or designee will advise department employees whether the department has funds available for the purpose of cashing out accumulated Vacation/Annual Leave. In those departments that have funds available, employees will be advised of the number of hours that may be cashed out, not to exceed eighty (80) hours. Employees who wish to cash out Vacation/Annual Leave must submit a written request during the month of May to the individual designated by the Department Director. Departments will issue cash payments for cashed out Vacation/Annual Leave during the month of June.

SEIU 1000 TA

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following language:

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8.2 Sick Leave

A. As used in this section, "sick leave" means the necessary absence from duty of an employee because of:

TA 10:41am
6-7-16
Tom Manville

1. Illness or injury, including illness or injury relating to pregnancy;
2. Exposure to a contagious disease which is determined by a physician to require absence from work;
3. Dental, eye, and other physical or medical examination or treatment by a licensed practitioner;
4. Absence from duty for attendance upon the employee's ill or injured mother, father, husband, wife, domestic partner (as defined in accordance with Family Code section 297), son, daughter, brother, sister, or any person residing in the

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Marlene Phultz
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Pat Johnson
A. J. Sol

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immediate household. Such absence shall be limited to six (6) workdays per occurrence or, in extraordinary situations, to the time necessary for care until physician or other care can be arranged.

B. A full-time employee who has eleven (11) or more working days of service in a monthly pay period shall be eligible for up to eight (8) hours of sick leave credit. On the first day of the monthly pay period following completion of each qualifying pay period of service, each full-time employee shall earn eight hours of credit for sick leave with pay.

C. Credit for less than full-time employees shall be computed as follows:

1. Part-time employees: On the first day of the monthly pay period following completion of each monthly pay period of continuous service each part time employee shall be allowed, on a pro rata basis, the fractional part of his/her appropriate accrual rate of credit for sick leave with pay in accordance with the schedule in article 7 (L).

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2. Multiple positions under this rule:

a. An employee holding a position in State service in addition to the primary full-time position with the State shall not receive credit for sick leave with pay for service in the additional position;

b. Where an employee holds two (2) or more "less than full-time positions," the time worked in each position shall be combined for purposes of computing credits for sick leave with pay, but such credits shall not exceed the amount earned for [eight (8) hours per pay period] full-time employment credit.

D. An employee may be required to provide a physician's or licensed practitioner's verification of sick leave when:

1. The employee has a demonstrable pattern of sick leave abuse; or
2. The supervisor has good reason to believe the absence was for an unauthorized reason. A supervisor has good reason if a prudent person would also believe the absence was for an

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unauthorized reason.

The State recognizes the confidential nature of the relationship between the health care provider and patient and if verification is required it shall be limited to the anticipated length of the absence, any restrictions upon return to work that prevent the employee from performing the full range of his/her normal work assignment and anticipated future absences. If the department head or designee does not consider the verification adequate, the request for sick leave may be disapproved. Upon request, a denial of sick leave shall be in writing stating the reason for denial.

TA 10:41am
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E. An employee will not be denied the right to use sick leave or be subject to any type of corrective or disciplinary action, or in any manner discriminated against for using or attempting to exercise his/her right to use sick leave based solely on the amount of use.

H. Henner
C. Wilson
K. Mohr
K.R.
S. Sale

~~F. The department head or designee shall approve sick leave only after having ascertained that the absence is for an authorized reason and may require the employee to submit substantiating evidence including, but not limited to, a physician's or licensed practitioner's verification. The State~~

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~~recognizes the confidential nature of the relationship between the health care provider and patient. However, such substantiation shall include, but not be limited to, the general nature of the employee's illness or injury and prognosis (i.e., the anticipated length of the absence, any restrictions upon return to work that prevent the employee from performing the full range of his/her normal work assignment and anticipated future absences). If the department head or designee does not consider the evidence adequate, the request for sick leave shall be disapproved. Upon request, a denial of sick leave shall be in writing stating the reason for denial.~~

TA 10:41am
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Marlene Schultz
+ Navarette

F. G. Sick leave may be accumulated without limit.

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Pat Wilson
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G. H. Sick leave may be requested and taken in fifteen (15) minute increments.

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H. I. A full-time employee whose continuity of employment is broken by a permanent separation of six (6) months or longer and is subsequently reemployed cannot be credited with any unused sick leave accumulated prior to the employee's separation and the full-time employee must complete one month of continuous service

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D. Jones
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before being granted one day of sick leave credit. In addition, when a full-time employee has a break in the continuity of employment because of a permanent separation of less than six (6) months or because of a temporary separation, the full-time employee's prior unused sick leave balance is restored.

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I. J. When an employee's sick leave balance is zero, other leave credits such as vacation, CTO, PLP, personal holiday, or holiday leave may be substituted with the supervisor's approval, and shall not be unreasonably denied.

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Marlene Schultz
T. Navarrette

J. K. Time during which an employee is excused from work because of Sick Leave shall not be considered as time worked for purposes of calculating overtime.

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Pat Wilson
K. A. C.

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S. A. C.



Union Proposal
Master Table

Date _____

Proposal No: 3

The Union proposes the following language:

8.3 Bereavement Leave (~~Excludes 17 and 20~~)

A. A department head or designee shall authorize bereavement leave with pay for a permanent or probationary full-time State employee due to the death of his/her parent, stepparent, spouse, domestic partner (as defined in accordance with Family Code section 297), child, grandchild, grandparent, brother, sister, stepchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, or death of any person residing in the immediate household of the employee at the time of death. An intervening period of absence for medical reasons shall not be disqualifying when, immediately prior to the absence, the person resided in the household of the employee. Such bereavement leave shall be authorized for up to three (3) eight-hour days (24 hours) per occurrence. The employee shall give notice to his/her immediate supervisor as soon as possible and shall, if requested by the employee's supervisor, provide substantiation to support the request upon the employee's return to work.

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Bruce Sheel
L. P. Cant
M. L. C.
Dor Cooper
Robert Vega
Brook Pearson

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10/16/16
9:28 AM
Pam Naranjo
Pat Wilson
T. Navarrete
Margarita Monahan
John
H.H.
Khayma
G. J.
Stephanie
B. B. Coe
S. S.
Marlene Schutte
C. C.
P. P.

SEIU 1000 TA
6/16/2016

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Brendy Mott
Brad Allen
Bruce Thiel
K. Ward
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D. [unclear]
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B. A department head or designee shall authorize bereavement leave with pay for a permanent full-time or probationary full-time employee due to the death of his/her aunt, uncle, niece, nephew, ~~mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law,~~ or immediate family members of domestic partners as defined in paragraph A above. Such bereavement leave shall be authorized for up to three (3) eight-hour days (24 hours) in a fiscal year. The employee shall give notice to his/her immediate supervisor as soon as possible and shall, if requested by the employee's supervisor, provide substantiation to support the request.

C. If the death of a person as described above requires the employee to travel over four hundred (400) miles one way from his/her home, additional time off with pay shall be granted for two (2) additional days which shall be deducted from accrued leave. Should additional leave be necessary, the department head or designee may authorize the use of other existing leave credits or authorized leave without pay. Any such request shall not be arbitrarily or unreasonably denied.

D. Employees may utilize their annual leave, vacation, CTO, or any other earned leave credits for additional time required in excess

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of time allowed in A or B above. Sick leave may be utilized for Bereavement Leave in accordance with the sick leave provision of this Contract in section 8.2. Any such request shall not be arbitrarily or unreasonably denied.

E. Fractional time base (part-time) employees will be eligible for bereavement leave on a pro rata basis, based on the employees' fractional time base (See schedule in Article 7).

SEU 1000 TA
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Robert Hesa
Brooke Perryman

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S. J. B.
S. S. L.
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Cynthia
P. M. M.



Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

8.4 Parental Leave

A. A female permanent employee shall be entitled, upon request, to an unpaid leave of absence for purposes of pregnancy, childbirth, recovery there from or care for the newborn child for a period not to exceed one year. The employee shall provide medical substantiation to support her request for pregnancy leave. The request must include the beginning and ending dates of the leave and must be requested no later than thirty (30) calendar days after the birth of the child. Any changes to the leave, once approved, are permissive and subject to the approval of the department head or designee.

B. A male spouse or male parent or domestic partner (as defined in accordance with Family Code section 297), who is a permanent employee, shall be entitled, upon request, to an unpaid leave of absence for a period not to exceed one year to care for his/her newborn child. The employee shall provide medical substantiation to support his/her request for parental leave. The request must include the

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.5 Adoption Leave

TA SEIU 1000

A department head or designee shall grant a permanent employee's request for an unpaid leave of absence for the adoption of a child for a period not to exceed one year. The employee may be required to provide substantiation to support the employee's request for adoption leave.

A. During the period of time an employee is on adoption leave, he/she shall be allowed to continue their health, dental, and vision benefits. The cost of these benefits shall be paid by the employee and the rate that the employee will pay will be the group rate.

B. Existing leave credits may be used for the purpose of assuming custody of the adopted child.

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Joseph P. ...
Brenda Willes
Robert Vega
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Miguel ...
Brooke ...
Mary ...

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Pam ...

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Pat Wilson
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.6 Union Leave

TA SEIU 1000

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A. The Union shall have the choice of requesting an unpaid leave of absence or a paid leave of absence (Union leave) for a Union bargaining council representative, steward, or chief job steward. An unpaid leave of absence may be granted by the State pursuant to the unpaid leave of absence provisions in this Contract. Union leave may also be granted during the term of this Contract at the discretion of the affected department head or designee in accordance with the following:

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1. The Union leave shall normally be requested on a State approved form fourteen (14) calendar days prior to the date of the leave.
2. Any denial of union leave must be made in writing to the Union, with an explanation for the denial.
3. The Union leave request form shall be

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signed by either the SEIU Local 1000 President or designee and no other signature will be honored by the State. A written list of designee(s) shall be furnished to the CalHR.

4. A Union leave shall assure an employee the right to his/her former position upon termination of the leave. The term "former position" is defined in Government Code section 18522.

5. The Union agrees to reimburse the affected department(s) for the full amount of the affected employee's salary, plus an additional amount equal to thirty-five percent (35%) of the affected employee's salary, for all the time the employee is off on a Union leave, within sixty (60) days of billing. Disputes regarding reimbursement shall be resolved through the arbitration process.

6. The affected employee shall have no right to return from a Union leave earlier than the agreed upon date without the approval of the employee's appointing power.

7. Except in emergencies or layoff

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situations, a Union leave shall not be terminated by the department head or designee prior to the expiration date.

8. Employees on a Union leave shall suffer no loss of compensation or benefits.

9. Employees on Union leave under this provision and the Union shall waive any and all claims against the State for Workers' Compensation and IDL.

10. In the event an employee on a Union leave, as discussed above, files a Workers' Compensation claim against the State of California or any agency thereof, for an injury or injuries sustained while on a Union leave, the Union agrees to indemnify and hold harmless the State of California or agencies thereof, from both workers' compensation liability and any costs of legal defense incurred as a result of the filing of the claim.

B. Special Union Business Events

The State agrees to release employees on Union Paid Leave for elected representatives (or alternates when applicable) in accordance with

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A2 through A10 above to attend the following governance meetings:

1. SEIU Local 1000 Council (Quarterly)
2. Statewide Bargaining Advisory Committee (Quarterly)
3. General Council Meeting (Once every three years)

The Union shall provide a calendar of the above events to the State each year by January 15 to facilitate the ability of the State to release these representatives on the scheduled dates. Requests by the Union for representatives to attend these events may not be unreasonably denied.

TA SEIU 1000

Brenda Mott

Bruce Sheel

Isabel Miller

Brad Miller

Robert Puga

Man & Walter

Conant

Paula Miller

Paul Carter Buzel

Debra Perryman

Raymond

TA 2:30 p.m.
6-2-16
Pam Manwila

Pat Wilson

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S. S. 6-2-2016

Arthur S. Mirum Dan

Marilyn Schultz

K. V. S. S.

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Fatty Adams

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.7 Unpaid Leave of Absence

A. A department head or designee may grant an unpaid leave of absence for a period not to exceed one year. The employee shall provide substantiation to support the employee's request for an unpaid leave of absence.

B. Except as otherwise provided in subsection C below, an unpaid leave of absence shall not be granted to any employee who is accepting some other position in State employment; or who is leaving State employment to enter other outside employment; or does not intend to, nor can reasonably be expected to, return to State employment on or before the expiration of the unpaid leave of absence. A leave, so granted, shall assure an employee the right to his/her former position upon termination of the leave. The term "former position" is defined in Government Code section 18522.

C. An unpaid leave of absence may be granted for, but not limited to, the following reasons:

- 1. Union activity;

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Josh Pelt
Brad Wells
Robert Fega
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K. Cantant
Ronna Jones
M. Conrad BU21
Brooke Pierra
M. J. ...

2. For temporary incapacity due to illness or injury;

3. To be loaned to another governmental agency for performance of a specific assignment;

4. To seek or accept other employment during a layoff situation or otherwise lessen the impact of an impending layoff;

5. Education;

6. Research project;

7. Personal or family matters; or

8. Run for public office.

D. Extensions of an unpaid leave of absence may be requested by the employee and may be granted by the department head or designee.

E. A leave of absence shall be terminated by the department head or designee:

1. At the expiration of the leave; or

2. Prior to the expiration date with written notice at least thirty (30) workdays prior to the effective date of the revocation.

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Pat Wilson
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.8 Transfer of Leave Credits, Work and Family Program (Catastrophic Leave)

The parties agree with the importance of family members in the lives of State employees, as recognized by the Joint Labor/Management Work and Family Advisory Committee.

- A. Upon request of an employee and upon approval of a department director or designee, leave credits (CTO, personal leave, annual leave, vacation, personal day, and/or holiday credit) shall be transferred between family members, in accordance with departmental procedures, for issues relating to Family Medical Leave, parental leave or adoption leave as indicated in the relevant articles of this Contract. Donations may be made by a child, parent, spouse, domestic partner (as defined in accordance with Family Code section 297), brother, sister, or other person residing in the immediate household.

- B. Upon request of an employee and upon

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approval of a department director or designee, leave credits (CTO, personal leave, annual leave, vacation, personal day, and/or holiday credit) shall be transferred from one or more employees to another employee, in accordance with the departmental policies, when the receiving employee faces financial hardship due to injury or the prolonged illness of the employee, employee's child, parent, spouse, domestic partner (as defined in accordance with Family Code section 297), spouse's or domestic partner's parent, brother, sister, or other person residing in the immediate household.

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C. For the purposes of transferring leave credits the following definitions shall apply:

1. Sick leave credits cannot be transferred;
2. The receiving employee has exhausted all leave credits;
3. The donations must be a minimum of one hour and thereafter, in whole hour increments and credited as vacation or annual leave. Special School exempt employees may transfer personal days to another Special School exempt employee in accordance with section 22.4 Personal Days – Special Schools except that such transferred days shall be credited as personal days;

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 6-2-16
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Andy Mot
Bruce Shep
Sasha Per
Brewer
Robert Vega
Maurice
Renee
Miguel Castro
Eduardo Pimental
Margaret

4. Personal holiday must be transferred in one day increments (Personal holiday donations shall be made pursuant to the donating employee's time base.);
5. Transfer of annual leave, personal leave, vacation, CTO, personal day, and holiday credits shall be allowed to cross departmental lines in accordance with the policies of the receiving department;
6. The total leave credits received by the employee shall normally not exceed three (3) months; however, if approved by the appointing authority, the total leave credits received may be six (6) months;
7. Donations shall be made on a form to be supplied by the State, signed by the donating employee, and verified by the donating department. When donations are used, they will be processed based on date and time received (first in, first used). Unused donations shall be returned to the appropriate donor;
8. This section is not subject to the grievance, arbitration and AWOL procedures article of the Contract.

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.9 Catastrophic Leave - Natural Disaster

Upon request of an employee and upon approval of a department director or designee, leave credits (CTO, vacation, personal leave, annual leave, personal day, and/or holiday credit) shall be transferred from one or more employees to another employee, in accordance with departmental policies, under the following conditions:

- A. Sick leave credits cannot be transferred;
- B. When the receiving employee faces financial hardship due to the effect of the natural disaster on the employee's principal residence;
- C. The receiving employee has exhausted all vacation, annual leave, and CTO credits and resides in one of the counties where a State of Emergency exists as declared by the Governor;

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John Hancock

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- D. The donations must be a minimum of one hour and thereafter, in whole hour increments and credited as vacation.
- E. Personal holiday must be transferred in one day increments. (Personal holiday donations shall be made pursuant to the donating employee's time base);
- F. Transfer of annual leave, vacation, personal leave, CTO, personal day, and holiday credits shall be allowed to cross departmental lines in accordance with the policies of the receiving department;
- G. The total leave credits received by the employee shall normally not exceed three (3) months; however, if approved by the appointing authority, the total leave credits received may be six (6) months;
- H. Donations shall be made on a form to be supplied by the State, signed by the donating employee, and verified by the donating department. When donations are used, they will be processed based on date and time received (first in, first used). Unused donations shall be

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returned to the appropriate donor;

- I. This section is not subject to the grievance, arbitration and AWOL procedures article of this Contract.

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 Brad Wells
 Robert Vega
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Union Proposal
Master Table

Date _____

Proposal No: 3

The Union proposes the following language:

8.10 Release Time for State Civil Service Examinations

A. Employees who are participating in a State civil service examination shall be granted reasonable time off without loss of compensation to participate in an examination if the examination has been scheduled during his/her normal work hours and the employee has provided reasonable (normally two working days) notice to his/her supervisor. For the purposes of this section, hiring interviews for individuals certified from employment lists, individuals on SROA lists seeking transfers, or individuals seeking transfers in departments where the department head or designee determines the department is in a layoff mode shall be considered part of the examination process. The State shall attempt to accommodate a shift change or shift modification request from an employee when an exam is outside of the employee's normal work schedule.

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B. Authorized release time for reasonable travel time to and from the examination site shall be granted by the department. In cases where the examination site is in another city, necessary travel time will be limited to include only that which would be necessary by the most expeditious mode of travel (e.g. airplane versus ground transportation) and that results in the least disruption to the employer.

C. This sub-section applies to Unit 14, 15, 17 (level of care), and 20 (level of care) only. Reasonable time off shall include time to wash up or shower, and change clothes at or within close proximity of the worksite.

D. Costs associated with travel will not be paid by the State.

E. If the examination is provided electronically, the employee, upon receiving approval from his/her supervisor, shall be allowed a reasonable amount of time to use state owned property to register for and complete the examination during his/her normal working hours with no loss of compensation.

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.12 Leave Credits Upon Transfer in State Service

All employees shall, upon transfer in State service, transfer with all accumulated vacation, annual leave, personal leave, personal days, and sick leave credits.

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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

8.13 Court Appearance and/or Subpoenas (Excludes Unit 17)

A. If an employee is served with a subpoena which compels his/her presence as a witness and the employee is not a party to the legal action or an expert witness, the employee shall be granted a leave of absence with pay. Such pay shall be in the amount of the difference between the employee's regular pay and any amount he/she receives for such appearance. In no case shall this amount exceed the employee's regular pay.

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B. In the event an employee is a party to a legal action, the employee shall, upon reasonable notice and the approval of the immediate supervisor, be granted the use of his/her accrued CTO, personal holiday, personal leave, annual leave, vacation or unpaid leave.

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C. Upon request and subject to operational needs, an employee on an alternate work schedule or shift other than Monday – Friday, 8:00 a.m. to 5:00 p.m. may be placed on an existing work schedule or shift that coincides with the time

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he/she is required to be available in accordance with the provisions of A above.

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Bruce Sheef
Sally Miller
Bruce Weller
Robert Vega
Maurice [unclear]
Rhonda Jane Buzo
Miguel Cordova Buzo
Brooke Puumma
Mary Macch

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.14 Jury Duty

A. An employee shall be allowed such time off without loss of compensation as is required in connection with mandatory jury duty. For employees with a work schedule other than a Monday through Friday, 8:00 a.m. to 5:00 p.m. work schedule, the State shall make a temporary change in the employee's work schedule to a 5/8/40 Monday through Friday work week for no less than one full week and, where necessary, additional full week increments until the employee is released from jury duty. For the purpose of this Section, a work week is defined as 12:00 a.m. Sunday through 11:59 p.m. Saturday.

B. Upon receiving notice or summons of jury duty, an employee shall immediately notify his/her supervisor and provide a copy of the notice or jury summons.

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C. If an employee receives jury fees, the employee is required to remit to the State jury fees unless the employee elects to use accrued vacation leave, annual leave or compensating time off on jury duty.

D. For the purposes of this Section, "jury fees" means received for jury duty excluding payment for mileage, parking, meals or other out-of-pocket expenses.

E. An employee may be allowed time off without loss of compensation if approved by the department head or designee for voluntary jury duty such as grand jury. If approved by the department, provision B and C above apply.

F. An employee summoned to jury duty who does not serve for a full day or who is placed on "on-call" status shall return to work to complete his/her scheduled workday if reasonable time remains for such return. An employee may not be required to report back to work if he/she feels there is not reasonably enough time left in the workday and if the employee's supervisor concurs. Concurrence will be not be unreasonably withheld.

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Bruce Theel
Sophie Pen
Brad Williams
Robert Vega
Mar Valtz
Hannah
Ronda
Myel Gordon
Brook Pierra
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Union Proposal
Master Table

Date _____

Proposal No: 2

The Union proposes the following rollover language:

LOCAL 1000 TA

**8.15 Personal Leave Program (PLP) – Voluntary
(Excludes 21)**

The State shall continue a Voluntary Personal Leave Program (PLP) for bargaining unit employees. Employees may voluntarily participate in the personal leave program on a continuing basis.

A. Each full-time employee subject to paragraph B shall be credited with eight (8) hours of voluntary personal leave on the first day of the following monthly pay period for each month in the Voluntary PLP.

B. Each full-time employee participating in the Voluntary PLP shall continue to work his/her assigned work schedule and shall have a reduction in pay equal to five percent (5%). In exchange, eight (8) hours of leave will be credited to the employee's Voluntary PLP monthly balance.

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C. Personal leave shall be requested and used by the employee in the same manner as vacation/annual leave or personal necessity leave. Requests to use personal leave must be submitted in accordance with departmental policies on vacation/annual leave or personal necessity leave. Personal leave shall not be included in the calculation of vacation/annual leave balances pursuant to article 8 (Leaves).

D. An employee may accumulate no more than two hundred forty (240) hours of voluntary personal leave. When an employee reaches two hundred forty (240) hours of personal leave or would exceed two hundred forty (240) hours of personal leave with further accumulation, he/she shall be removed from the Voluntary PLP.

E. When an employee is removed from the Voluntary PLP, he/she may not participate for a minimum of twelve (12) months and he/she is not eligible to re-enroll until his/her balance is reduced to a maximum of one hundred twenty (120) hours.

F. At the discretion of the State, all or a portion of unused personal leave credits may be cashed out at the employee's salary rate at the time the personal leave payment is made. It is understood by both parties that

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the application of this cash out provision may differ from department to department and from employee to employee. Upon termination from State employment, the employee shall be paid for unused personal leave credits in the same manner as vacation or annual leave. Cash out or lump sum payment for any personal leave credits shall not be considered as "compensation" for purposes of retirement. If funds become available, as determined by the Department of Finance (DOF), for the PLP, departments will offer employees the opportunity to cash out accrued personal leave. Upon retirement/separation, the cash value of the employee's personal leave balance may be transferred into a State of California, CalHR Deferred Compensation Program as permitted by federal and state law.

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G. An employee may not use any kind of paid leave such as sick leave, vacation, or holiday time to avoid a reduction in pay resulting from the PLP.

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Arlene Schultz

H. A State employee in the PLP shall be entitled to the same level of State employer contributions for health, vision, dental, flex-elect cash option, and enhanced survivor's benefits he or she would have received had the PLP not occurred.

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N. Employees on SDI, IDL, or Workers' Compensation for the entire monthly pay period shall be excluded from the PLP for that month.

SEIU 1000 TA

Bonnie M

Bruce Free
Sophie Peck

Brad Willis

Robert Vega

Mary Fung

LC Ward

Ronald

Brooke Kempa

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Pat Nelson

T. Navanette

Marlene Schultz

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Chris

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Y. Smart

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.16 Family Medical Leave Act (FMLA)

A. The State acknowledges its commitment to comply with the spirit and intent of the leave entitlement provided by the FMLA and the California Family Rights Act (CFRA) referred to collectively as "FMLA". The State and the Union recognize that on occasion it will be necessary for employees of the State to take job protected leave for reasons consistent with the FMLA. As defined by the FMLA, reasons for an FMLA leave may include an employee's serious health condition, for the care of a child, spouse, domestic partner (as defined in Family Code section 297), or parent who has a serious health condition, and/or for the birth or adoption of a child.

B. For the purposes of providing the FMLA benefits the following definitions shall apply:

- 1. An eligible employee means an employee who meets the eligibility criteria set forth in the FMLA;

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2. An employee's child means any child, regardless of age, who is affected by a serious health condition as defined by the FMLA and is incapable of self care. "Care" as provided in this section applies to the individual with the covered health condition;

3. An employee's parent means a parent or an individual standing in loco parentis as set forth in the FMLA;

4. Leave may include paid sick leave, vacation, annual leave, personal leave, catastrophic leave, holiday credit, excess hours, and unpaid leave. In accordance with the FMLA, an employee shall not be required to use CTO credits, unless otherwise specified by section 8.8 of this Contract.

a. FMLA absences due to illness and/or injury of the employee or eligible family member may be covered with the employee's available sick leave credits and catastrophic leave donations. Catastrophic leave eligibility and sick leave credit usage for a

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FMLA leave will be administered in accordance with section 8.8 and 8.2 of this Contract.

b. Other leave may be substituted for the FMLA absence due to illness and/or injury, at the employee's discretion. An employee shall not be required to exhaust all paid leave, before choosing unpaid leave, unless otherwise required by section 8.8 of this Contract.

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c. FMLA absences for reasons other than illness and/or injury (i.e., adoption or care of an eligible family member), may be covered with leave credits, other than sick leave, including unpaid leave, at the employee's discretion. Except in accordance with section 8.8 of this Contract, an employee shall not be required to exhaust all leave credits available before choosing unpaid leave to cover an FMLA absence.

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C. An eligible employee shall provide certification of the need for an FMLA leave. Additional certification may be

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requested if the department head or designee has reasonable cause to believe the employee's condition or eligibility for FMLA leave has changed. The reasons for the additional certification request shall be provided to the employee in writing.

D. An eligible employee shall be entitled to a maximum of twelve (12) workweeks FMLA leave per calendar year and all other rights set forth in the FMLA. This entitlement shall be administered in concert with the other leave provisions in article 8 of this Contract. Nothing in this Contract should be construed to allow the State to provide less than that provided by the FMLA.

E. On January 1 of each year, FMLA leave shall be recorded in accordance with the calendar year. Each time an employee takes an FMLA leave, the remaining leave entitlement is any balance of the twelve (12) workweeks that has not been used during the current calendar year. Employees who have taken FMLA leave under the previous twelve (12) month rolling period, shall be entitled to additional leave up to a total of twelve (12) weeks for the current calendar year.

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F. An employee on FMLA leave has a right to be restored to his/her same or "equivalent" position (FMLA) or to a "comparable" position (CFRA) with equivalent pay, benefits, and other terms and conditions of employment.

TA 2-20
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G. For the purposes of computing seniority, employees on paid FMLA leave will accrue seniority credit in accordance with the CalHR rules 599.608 and 599.609.

Sam
manville

H. Any appeals regarding an FMLA decision should be directed to the department head or designee. FMLA is a Federal law and administered and enforced by the Department of Labor, Employment Standards Administration, Wage and Hour Division. The State's CFRA is a State law which is administered and enforced by the DFEH. FMLA/CFRA does not supersede any article of this Contract which provides greater family and medical leave rights. This section is not subject to grievance or arbitration.

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two hundred and fifty (1,250) hours of service. A copy of the written denial shall be sent attn: SEIU Local 1000 Headquarters within thirty (30) days. Should the request for FMLA be denied, the reason for denial will be provided in writing within thirty (30) days to the employee.

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Brendy Mohr, Unit 1
Bruce J. Heath, Unit 3
Joseph Peters BU4
Brad Willis BU4
Robert Vega BU4

Mark ~~Stall~~ BU15
Kimberly Cantant BU17

~~Roman~~ BU20

Maryl Carbon BU21
Brooke Pienzo, Staff
Margaret

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S. Simpson 6-2-2016
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Pat Wilson



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.17 Mentoring Leave

A. Eligible employees may receive up to forty (40) hours of mentoring leave per calendar year to participate in mentoring activities once they have used an equal amount of their personal time for these activities. Mentoring leave is paid leave time which may only be used by an employee to mentor. This leave does not count as time worked for purposes of overtime. Mentoring leave may not be used for travel to and from the mentoring location.

B. An employee must use an equal number of hours of his or her personal time (approved annual leave, vacation, personal leave, personal holiday, or CTO during the workday and/or personal time during non-working hours) prior to requesting mentoring leave. For example, if an employee requests two (2) hours of mentoring leave, he or she must have used two (2) verified hours of his or her personal time prior to receiving approval for the mentoring leave. Mentoring leave does not have to be requested in the same week or month as the personal time was used. It does, however, have to be requested and used before the end of the

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calendar year.

C. Prior to requesting mentoring leave and in accordance with departmental policy, an employee shall provide his or her supervisor with verification of personal time spent mentoring from the mentoring organization.

D. Requests for approval of vacation, CTO, and/or annual leave for mentoring activities are subject to approval requirements in this Contract and in existing departmental policies. Requests for approval of mentoring leave are subject to operational needs of the State, budgetary limits, and any limitations imposed by law.

E. In order to be eligible for mentoring leave, an employee must:

1. Have a permanent appointment;
2. Have successfully completed their initial probationary period; and
3. Have committed to mentor a child or youth through a mentoring organization that meets the quality assurance standards in accordance with the Governor's Mentoring Partnership, for a minimum of one school year. (Most programs are aligned with the child's

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normal school year; however, there may be some that are less or more. Department management may make exceptions to the one school year commitment based on the mentor program that is selected.)

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Bruce Sheel
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Management

- F. An employee is not eligible to receive mentoring leave if:
 1. He or she is assigned to a "post" position in the CDCR; or
 2. He or she works in a level of care position in the DDS, DSH, CDE, CDCR or Veterans' Affairs (CDVA).

G. Permanent part-time and Permanent Intermittent (PI) employees may receive a prorated amount of mentoring leave based upon their time base. For example, a half time employee is eligible for twenty (20) hours of mentoring leave per calendar year, whereas an intermittent employee must work a qualifying monthly pay period (equivalent to one hundred sixty [160] hours) to earn 3.3 hours of mentoring leave.

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H. Any appeals and/or disputes regarding this section shall be handled in accordance with the complaint procedure specified in Article 6 of this Contract.

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.18 Work and Family Participation

A. Family Activity

Subject to operational needs and reasonable notice to the employer, employees shall be permitted to use accrued leave credits (vacation, annual leave, personal holiday, holiday credits, CTO) for the purpose of attending school or nonschool family-related activities such as sports events, recitals, 4-H, etc., in which the employee's child is participating. However, use of such leave shall not diminish an employee's entitlement under the Family School Partnership Act (Labor Code section 230.8) to, upon reasonable notice to the employer, use up to eight (8) hours per month but not to exceed forty (40) hours per calendar year of accrued leave credits (vacation, annual leave, personal holiday, holiday credits, CTO) for the purpose of attending school or pre-school related activities in which the employee's child is participating. Family is defined as the

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employee's son, daughter, or any child the employee stands in loco parentis (to the child). Employee leave requests for family activities shall be in accordance with the appropriate departmental procedures.

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B. Family Crisis

Subject to operational needs, and upon reasonable notice to the employee's immediate supervisor, employees shall be eligible to use accumulated leave credits for the purpose of dealing with family crisis situations (e.g., divorce counseling, family or parenting conflict management, family care urgent matters and/or emergencies). If the employee has exhausted available leave credits, the employee may request unpaid leave. Family is defined as the parent, stepparent, spouse, domestic partner (as defined in accordance with Family Code section 297), child, grandchild, grandparent, brother, sister, stepchild, or any person residing in the immediate household. If eligible, any family crisis leave that meets the definition of serious health condition will run concurrently with section 8.16 of this Contract, Family Medical Leave Act. The State shall consider requests from employees to adjust

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work hours or schedules or consider other flexible arrangements consistent with a department's operational needs and the provisions of this Contract. Employee requests related to family crisis or domestic violence shall be in accordance with departmental procedures and, except in emergencies, shall be made with reasonable notice to the employee's immediate supervisor. The State shall maintain the confidentiality of any employee requesting accommodation under this section, but may require substantiation to support the employee's request.

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.19 Paid Time Off – Precinct Election Board

With prior approval of the employee's supervisor and under comparable conditions as provided for supervisors and managers in CalHR rule 599.930, an employee may be granted time off for public service as a member of a Precinct Election Board. The employee shall be eligible for both regular State compensation and any fee paid by the Registrar of Voters for such service. Verification of service may be required.

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- Brenda J. Mork, Unit 1
- Bruce Sheel, Unit 3
- Sophia Peche BU4
- Brad Willis BU 11
- Robert Vega BU 14
- Max ~~Watt~~ BU 15
- Kimberly Carant BU 17
- Romana ~~Watt~~ BU 20
- Nygel ~~Carant~~ BU 21
- Debbie Pilempin, Staff
- Margy ~~Watt~~

TA 2nd P
6-2-16
Tam Manwiler

Pat Wilson

[Signature]

6-2-2016

S. *[Signature]*

H. *[Signature]*

Marilyn Schultz

K. *[Signature]*

S. *[Signature]*

5/8

Pat *[Signature]*

[Signature]

[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.20 Blood Donation Programs

Bargaining unit employees who donate blood, plasma, platelets and other blood products to certified donation centers may be allowed reasonable release time without loss of compensation when donations are made either at or in close proximity to the work site. Donation verification shall be provided upon request.

EU TAE
4:50pm
6/2/2016

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TA 4:50 pm
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Darius
Khayne
+maravette
Kla...
MS



Union Proposal
Bargaining Unit 14
Date 6-3-16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

8.22.14 Vacation Calendar (Unit 14)

A. A vacation schedule shall be established for employees by shift at each work location on a semi-annual basis, and distributed to all employees prior to the start of the semi-annual period. During the first quarter of the sixty (60) calendar day period just prior to the semi-annual period, each employee shall designate the vacation time (s) he/she desires. The supervisor shall ensure that any conflicts are resolved during the second quarter of the sixty (60) calendar day period.

B. Vacation requests made after the vacation schedule has been posted may be granted on a first-come, first-serve basis provided there is no interference with the scheduled vacations.

C. Each department head or designee will make every effort to act on vacation requests in a timely manner.

SEIU 1000 TA
- [Signature], Staff
Robert [Signature]
- [Signature]

STATE
TA 6/3/16 @ 2:13pm
[Signature] S.S.W.
P. Smart
Cecilia E. Greenwald
[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.32 Personal Leave Program (PLP) 2010 and 2012

SAU-TH @
4:50pm
6/2/16

A. PLP 2010 and PLP 2012 shall be requested and used by the employee in the same manner as vacation/annual leave and personal necessity leave. Requests to use PLP 2010 and PLP 2012 leave must be submitted in accordance with departmental policies on vacation/annual leave and personal necessity leave. PLP 2010 and PLP 2012 shall not be included in the calculation of vacation/annual leave balances pursuant to Article 8.1.

B. PLP 2010 and PLP 2012 must be used before any other leave with the exception of sick leave.

Brenda J. M...
Bruce...
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Romana...
Myra...
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

8.34 Organ Donation

Effective January 1, 2003, AB 1825 provides that employees who donate organs or bone marrow are eligible for paid leave. The following leave is extended to those employees who become an organ or bone marrow donor:

1. Employees who donate an organ(s) to another person shall be eligible for up to thirty (30) workdays of paid leave (Donor Leave) in any one year period. Employees who donate bone marrow to another person shall be eligible for up to five (5) work days of paid leave (Donor Leave) in any one year period.
2. The one-year period is the twelve (12) month period measured forward from the date an employee's first leave begins.
3. The one-year period for an organ donor is separate from the one year period for bone marrow donation.

SEIU TA @
4:50pm
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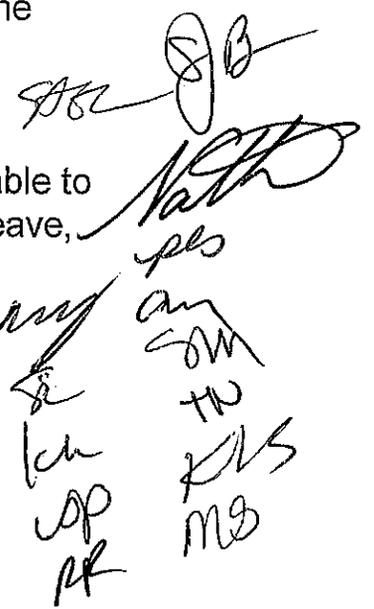
4. An employee must first exhaust all sick leave balance to qualify for Donor Leave.
5. Employees without a sick leave balance, including employees in the annual leave program, are immediately eligible for paid leave (Donor Leave).
6. Employees must provide written verification to the appointing power that a medical necessity exists for the donation.
7. Donor Leave taken for donations is not a break in continuous service, relative to salary adjustments, leave accrual, or seniority normally accrued on paid leave.
8. Employees wishing to become a donor may be required to undergo medical, psychological or other tests. Absences for such purposes must be requested in advance in the same manner as required to use sick or annual leave. The time an employee is approved to be absent for such purposes shall be deducted from the employee's accrued leave balance.
9. If the donor employee is temporarily unable to return to work after exhausting Donor Leave, the employee may, subject to medical

EU-TA @ 4:50pm
6/2/16



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 from manual



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verification, use any paid or unpaid leave available to the employee until able to return to work. Such leave may include, but is not limited to, sick, vacation, annual, personal, CTO, Family Medical, catastrophic, SDI, and medical leave.

SEIU TA@4:50pm
6/1/2016

10. If the donor employee is permanently unable to return to work following the donation, the employee will be separated and paid for any leave balances including but not limited to vacation, annual leave and/or CTO current balances. The payment for such balances shall be computed by projecting the accumulated time on a calendar basis as though the employee were taking time off. If during the period of projection, the employee is able to return to work, the employee will have a mandatory right to be reinstated to his/her former position.

Mandy Mott
Bruce Sheel
Joseph Pein
Bria Wills
Robert Vega
Mandy Mott
Vanessa
Romana
Miguel Cordova
Debra Pimenta
Margaret

TA 4:50 p
6-2-16
Pam Mander

Diana Valt
S. Sam
Katie
+ Maryette
Kla Sca



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following language:

8.XX Time Off for Victims of Domestic Violence (Notice of Rights Under Labor Code 230.1)

Section 230.1 of the Labor Code specifies that employers with 25 or more employees may not discharge or in any manner discriminate or retaliate against an employee who is a victim of domestic violence, as defined in Section 6211 of the Family Code, for taking time off to seek medical attention for injuries caused by domestic violence, obtain psychological counseling related to an experience of domestic violence, obtain services from a domestic violence shelter, program, or rape crisis center, or to participate in safety planning to increase safety from future domestic violence. The provisions of this law apply to the State as an employer and to State employees.

As a condition for taking time off, the employee shall give the employer reasonable advance notice of the employee's intention to take time off for any of the purposes summarized above, unless advance notice is not feasible. When an unscheduled absence occurs, the employer may require the employee to certify that the absence is a result of domestic violence in the form of a police report, a court order, or medical documentation. An employer would be required to maintain the confidentiality of any employee's request for time off pursuant to a

LOCAL 1000 TA

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provision of this law.

The law does not require an employer to compensate an employee for the time taken off under these circumstances, but the employee may use vacation, personal leave, or other compensating time off that is otherwise available to the employee.

An employee whose rights are violated under this section may be entitled to lost wages and reinstatement. An employer who willfully refuses to reinstate an employee under this Section may be guilty of a misdemeanor. This law also allows an employee to file a complaint with the Division of Labor Standards Enforcement of the Department of Industrial Relations.

This Section does not create a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or in addition to the unpaid leave time permitted by, the Federal Family and Medical Leave Act.

BU 1000 TA
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6-10-16
Dora Manwila
Pat Wilson
T Navanette
Marlene Schatz
Oaks
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Grimy
Khaime
Contra
Stephanie
H. Hemen -
K. A. Armit



Union Proposal
Master Table

Date: _____

Proposal No: 1

The Union proposes the following language:

XX.X Prefunding of Post-Retirement Health Benefits

The State and Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 hereby agree to share in the responsibility toward the prefunding of post-retirement health benefits for members of Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21; and, agree that the foregoing concepts will be implemented as a means to begin to offset the future financial liability for health benefits for retired members.

A. Beginning July 1, 2018, the State and Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 will prefund retiree health care, with the goal of reaching a fifty percent (50%) cost sharing of actuarially determined total normal costs for both employer and employees by July 1, 2020. The amount of employee and matching employer contributions required to prefund retiree health care shall increase by the following percentages of pensionable compensation:

1. July 1, 2018: by 1.2 percent.
2. July 1, 2019: by 1.1 percent, for a total of 2.3 percent.
3. July 1, 2020: by 1.2 percent, for a total of 3.5 percent.

SEIU Local 1000 TA

Brandy M...
Bruce Steel
Sophy...

Brad Wells
Robert Segal
Mary Skutte
Karen...
Rena...
My...
Mary...

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Pamela
manwith
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B. Employees Subject to Other Post Employment Benefit (OPEB) Prefunding

All bargaining unit members who are eligible for health benefits must contribute, including permanent intermittent employees. Bargaining unit members whose appointment tenure and/or time base make them ineligible for health benefits, such as: seasonal, temporary, and employees whose time base is less than half-time, do not contribute. The employee prefunding contribution for a permanent intermittent employee shall be based on a ratio comparing their annual scheduled hours of work in comparison to those of a corresponding permanent employee for that position. Bargaining unit members not subject to OPEB prefunding shall begin contributing upon attaining eligibility for health benefits. New hires and employees transferring into Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 shall begin contributing immediately, unless they are not subject, as set forth above.

SEIU Local 1000 TA

Brenda J. M...
Bruce Sheel
Sophia...
Brad Willis
Robert Legay

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C. Withholding of Contributions

Contributions shall be withheld from employee salary on a pre-tax basis, except for employees receiving disability benefits that require contributions to be withheld post-tax as determined by the State Controller's Office. Positive pay employee contributions shall be taken in arrears, based on the prior month's hours worked. Positive pay employees paid semi-monthly, will have the whole month's contributions withheld from the second warrant during each monthly pay period.

S. Sobir
C...
Stacy...
Pat Wilson
Patty...
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SEIU Local 1000 TA

1. Employees with a single hourly appointment shall have contributions withheld only up to the amount that would have been deducted had the employee held a full-time appointment.

2. Employees with an appointment subject to OPEB prefunding and an additional appointment in a bargaining unit not subject to OPEB prefunding, shall have contributions withheld only from the appointment subject to OPEB prefunding.

3. Employees with multiple appointments subject to OPEB prefunding shall have contributions computed by combining all subject appointments, provided the results do not exceed the amount earnable in full-time employment, as follows:

a. Employees with a full-time appointment and an additional appointment (e.g., hourly), shall have contributions withheld from the full-time appointment only.

b. Employees with multiple part-time or hourly appointments, shall have contributions withheld from any/all appointments, up to the amount that would have been deducted had the employee held a full-time appointment.

If an employee has multiple hourly appointments, the highest pay rate will be used to compute what the deduction would be if the employee held a full-time appointment at that pay rate. For employees with a part-time and hourly

TA 245
12-3-14
From March
John
S. S. S.
Cynthia
Stacy
Pat Wilson
Patty Smart
Marilyn
D. J.
Marilyn Schultz

Brenda J. M...
Bruce Wheel
Sophie
Brad Wilen
Robert Figa
Mary Stalter
C. Cav...
K...
A...
Margaret

appointment, the deduction amount will be computed based upon the part-time appointment's pay rate.

SEIU Local 1000 TA

Brandon M...
Bruce Sheel
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Brad Wells
Robert Vega
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D. Contributions will be deposited in a designated state subaccount for SEIU Local 1000 of the Annuitant's Health Care Coverage Fund for the purpose of providing retiree health and dental benefits to state annuitants and dependents associated with SEIU Local 1000 Bargaining Units. As defined in Government Code Section 22940, a designated state subaccount is a "separate account maintained within the fund to identify prefunding contributions and assets attributable to a specified state collective bargaining unit or other state entity for the purpose of providing benefits to state annuitants and dependents associated with a specified collective bargaining unit or other state entity."

E. Contributions paid pursuant to this Agreement shall not be recoverable under any circumstances to an employee or his/her beneficiary or survivor.

F. The costs of administering payroll deductions and asset management shall be deducted from the contributions and/or account balance.

G. The parties agree to support any legislation necessary to facilitate and implement prefunding of retiree health care obligations.

245
12-3-16
Tom...
S. S...
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Pat Wilson
Patty...
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Management Proposal

Bargaining Unit: 1, 3, 4, 11, 14, 15, 17, 20, 21

Exclusive Representative: SEIU, Local 1000

Article: 8

Subject: LEAVES

8.35 INTENTIONALLY EXCLUDED



Union Proposal
Master Table

Date _____

Proposal No: 2

The Union proposes the following language:

SEIU 1000 TA

9.1 Health Benefit Plans (Excludes Units 3 and 17)

A. Upon ratification the employer health benefits contribution for each employee shall be an amount equal to eighty percent (80%) of the weighted average of the Basic health benefit plan premiums for a State active civil service employee enrolled for self-alone, during the benefit year to which the formula is applied, for the four Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year. For each employee with enrolled family members, the employer shall contribute an additional eighty percent (80%) of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied, in the four Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous year. To be eligible for this

TA 10²⁰
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Mandela

G. M.
Trowanette

Joseph
P. Smart
Cynthia

Pat Wilson

Steve Blum
S. Jenkins
C. H. 2

S. S. L.
J. P. A.

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contribution, an employee must positively enroll in a health plan administered or approved by CalPERS.

~~B. Dependent Vesting~~

~~Employees who first become eligible for health benefit enrollment on or after thirty (30) days following ratification of this agreement or who on that date are receiving fifty percent (50%) of the normal employer dependent portion of the contribution, shall be subject to a vesting schedule for the employer health contribution for dependents as follows:~~

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- ~~1. 75% of the normal employer dependent portion of the contribution upon initial enrollment;~~
- ~~2. 100% of the normal employer dependent portion of the contribution upon completion of twelve (12) months of service.~~

TA 10³⁰ 6-11-16

*Gilly
Mauriette
Port
Edmond
Cynthia*

~~C.B. The parties agree to work cooperatively with CalPERS and the health plans to control premium increases.~~

*Nathaniel
D...
Pat Wilson
Stacy...
S...
G...*

D.C. Health Benefits Eligibility

1. Employee Eligibility - For purposes of this section, "eligible employee" shall be defined by the Public Employees' Medical and Hospital Care Act.

2. Permanent Intermittent (PI) Employees

a. Initial Eligibility – A PI employee will be eligible to enroll in health benefits during each calendar year if the employee has been credited with a minimum of 480 paid hours in one of two PI control periods. For purposes of this section, the control periods are January 1 through June 30 and July 1 through December 31 of each calendar year. An eligible permanent intermittent employee must enroll in a health benefit plan within 60 days from the end of the qualifying control period.

b. Continuing Eligibility – To continue health benefits, a PI

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Manville
Jim
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Cyril

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S. Sub
SP
Pat Wilson
Stacy
S. Salms
S. Salms

SEIU 1000 TA

Brandy M
Sophie

Brad Williams

Robert Vega

Man & Matt

Ronald Jones

Myra Cook

Brooke Perry

Mary Mack

employee must be credited with a minimum of 480 paid hours in a control period or 960 paid hours in two consecutive control periods.

- 3. Family Member Eligibility - For purposes of this section, "eligible family member" shall be defined by the Public Employees' Medical and Hospital Care Act and includes domestic partners that have been certified with the Secretary of State's office in accordance with AB 26 (Chapter 588, Statutes of 1999).

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6-11-16

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John

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Pat Wilson
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Union Proposal

Master Table

Date _____

Proposal No: 2

The Union proposes the following language:

SEIU 1000 TA

9.2 Dental Benefit Plans (Excludes Units 3 and 17)

A. Contribution Amounts

1. The State agrees to continue to pay the following contributions that went into effect January 1, ~~2013~~2016 for dental benefits. To be eligible for this contribution, an employee must positively enroll in a dental plan administered by the Department of Human Resources.

a. The State shall pay up to ~~\$40.71~~ \$37.28 ~~6-1-16~~ per month for coverage of an eligible employee.

b. The State shall pay up to ~~\$72.36~~ \$65.09 per month for coverage of an eligible employee plus one dependent.

c. The State shall pay up to ~~\$105.36~~ \$94.09 per month for coverage of an eligible employee plus two or more dependents.

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Gilly T. Manwiler

Stephanie B. [unclear] [unclear] [unclear]

SSub [unclear] [unclear] [unclear]

[unclear] [unclear] [unclear] [unclear] [unclear]

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2. The employee will pay any premium amount for the dental plan in excess of the State's contribution, except that the employee's share of the cost shall not exceed twenty-five percent (25%) of the total premium.

[Handwritten notes on the left margin: a signature, Bw, RN, mcp, fg, dk, bo, n]

B. Employee Eligibility

Employee eligibility for dental benefits is the same as that prescribed for health benefits under section 9.1 of this Contract.

C. Family Member Eligibility

Family member eligibility for dental benefits is the same as that prescribed for health benefits under section 9.1 of this Contract.

[Handwritten notes on the right margin: #10, 6-11-16, Paul Morik]

D. Coverage During First Twenty-Four (24) Months of Employment

Employees first appointed into State service who meet the above eligibility criteria, will not be eligible for enrollment in the State-sponsored indemnity or preferred provider option plan until they have completed twenty-four (24) months of employment without a permanent break in service during the twenty-four (24) month qualifying period. However, if no alternative plan

[Handwritten notes on the right margin: g.m.j., Trawanette, Port, p. J. Amant, C. P. Hobbs, Pat Wilson, Streightblum]

[Handwritten signatures and initials at the bottom: S. S. Jernu, SAG, J. J.]



Union Proposal
Master Table

Date _____

Proposal No: 2

The Union proposes the following rollover language:

SEIU 1000 TA

9.3 Vision Benefit Plans (Excludes Units 3 and 17)

A. Program Description Basic Plan

The employer agrees to provide a vision benefit to eligible employees and dependents. The vision benefit provided by the State shall have an employee co-payment of ten dollars (\$10) for the comprehensive annual eye examination and twenty-five dollars (\$25) for materials.

B. Employee Eligibility

Employee eligibility for vision benefits is the same as that prescribed for health benefits under section 9.1 of this Contract.

C. Family Member Eligibility

Family member eligibility for vision benefits is the same as that prescribed for health benefits under section 9.1 of this Contract.

*TA 10:20 pm
6-11-16
Dan
manville*

*Pat Wilson
[Signature]
Jim
T. Manville*

*S. Jensen
SAC
SSA
J. Bied
Stephanie
Klosner
[Signature]
C. [Signature]
[Signature]*

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D. Enhanced Vision Plan Option

Employees may elect to participate in the Premier Plan during an open enrollment period. Participation is at the employee's cost.

SEIU 1000 TA

Brandy Mott
S. Miller

Brook Willis
Robert Vega

Mary [unclear]

[unclear]

Myra [unclear]

Debra P. [unclear]

Margy Mealy

TA 10:30 pm
6-11-16
Pam Manville

[unclear]
T. Manville

S. [unclear]
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Cynthia

SSA
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Pat Wilson
Stacy [unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following language:

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6-27-16

9.4 Rural/Out-of-State Supplemental Health Care Equity Program

SEIU Local 1000 TA

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Bruce Theel
Karen Jenkins
Bruce Will
Robert Vega
May V...
K...
Ronda Jones
Maryl Corbin BuLi
Spoke P...
Maryl Meach

- A. The State agrees to pay state employees headquartered out-of-state, or because of work location or residence cannot enroll in a CalPERS sponsored Health Maintenance Organization (HMO), \$1,200 per year.
- B. Employees headquartered out-of-state or because of work location or residence cannot enroll in a CalPERS sponsored HMO whose out-of-pocket medical expenses exceed the CalPERS sponsored HMO maximum out-of-pocket payment (MOOP), shall be reimbursed the actual expenses incurred above the CalPERS sponsored HMO MOOP up to their plan's MOOP.

~~The State and the Union agree that the provisions of this Section shall not extend beyond the sunset date of the Rural Health Care Equity Program (RHCEP), as defined in Government Code 22877.~~

~~Should future legislation be chaptered that provides funding for the RHCEP, the State~~

Nelson
Pat Wilson
Marlene Plutsky
Stacy Wilson
T. Navarette
Adam S...
+A 7:46 PM
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agrees to meet and confer to discuss
implementation of the legislation.

SEIU LOCAL 1000 TA

Brendy Mod
Bruce [unclear]
Karen [unclear]
Bud Weller
Robert [unclear]
Mary [unclear]
K [unclear]
Randa [unclear]
Myl [unclear]
Brook [unclear]
Margaret [unclear]

TA 2:46 PM
4-23-16

Jim Marwick
Pat Wilson
Markus Schultz
Stacy [unclear]
Travarette
Cheryle
SSA
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA SEIU 1000

9.5 Employee Assistance Program (EAP)

TA 2nd P
6-2-16
John
Manske

A. The State recognizes that alcohol, nicotine, drug abuse, and stress may adversely affect job performance and are treatable conditions. As a means of correcting job performance problems, the State may offer referral to treatment for alcohol, nicotine, drug, and stress related problems such as marital, domestic partner, family, emotional, financial, medical, legal, gender transition or other personal problems. The intent of this section is to assist an employee's voluntary efforts to treat alcoholism, nicotine use, or a drug-related or a stress-related problem.

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B. Each department head or designee shall designate an EAP Coordinator who shall arrange for programs to implement this section. Employees who are referred to an EAP Coordinator will be referred by the appropriate management personnel. An employee using the EAP, upon approval,

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may use accrued sick leave credits, CTO, vacation, and holiday credits for such a purpose. Leaves of absence without pay may be granted by the department head or designee upon the recommendation of the EAP Coordinator if all sick leave, holiday credits, vacation, and compensating time off have been exhausted, and the employee is not eligible to use Industrial Disability Leave or State Disability Insurance. A list of all EAP Coordinators and a telephone number to contact the appropriate coordinator shall be furnished to the Union within a timely manner after the execution of this Contract. Changes to such lists and phone numbers shall be promptly furnished to the Union when such changes occur.

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manu

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C. The records concerning an employee's referral and/or treatment shall be kept confidential. No manager, supervisor, department director, or coordinator shall disclose the nature of the employee's treatment or the reason for employee's leave of absence. Records of such referrals shall not be kept in the employee's personnel file.

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D. Upon request by the Union, a department which has an internal Employee Assistance Program for its employees will meet to discuss concerns presented by the Union regarding the administration of the program.

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E. Employees laid off shall be provided services in accordance with the Employee Assistance Program. Such services are term limited for six (6) months from the actual date of layoff.

TA SEIU 1000

Brendy Mott
Bruce Theel
John [unclear]
Brad Willes
Robert Vega
Man [unclear]
K [unclear]
R [unclear]
Miguel Cardona 2011
Brooke P [unclear]
Marga Madri

TA 2nd pr
Jan vanwille

[unclear]
[unclear]
SSumpo 6-2-2016
H [unclear]

Maureen Schultz
K [unclear]
SSu

Ichayni

Stark

[unclear]
Tmawarrette

S/A
[unclear] Ahmad
Det Wilson
S. Alvarado
B [unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.6 Pre-Tax of Health and Dental Premiums Costs

TA SEIU 1000

Employees who are enrolled in any health and/or dental plan which requires a portion of the premium to be paid by the employee will automatically have their out-of-pocket premium costs taken out of their paycheck before Federal, State, and social security taxes are deducted. Employees, who choose not to have their out-of-pocket costs pre-taxed, must make an election not to participate in this benefit.

Prashant Moh

Bruce Shel

John Peter

Bruce Willis

Robert Vega

Mani Patel

Carly

Donna Jones

Miguel Concha BU 21

Brooke Perna

Carly

Michael

TA 6-2-16 2-30 P
Pamela
Pat Wilson
Patty Adams

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5 June 6-2-2016
H. Brown
Martina Schultz
Khalid

SSK
Khayrie
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.7 Pre-Retirement Death Continuation of Benefits

Government Code section 19849.15 – notwithstanding any other provision of law, the State employer shall, upon the death of an employee while in State service, continue to pay employer contributions for health, dental and vision benefits for a period not to exceed one hundred-twenty (120) days beginning in the month of the employee's death. The surviving spouse, domestic partner or other eligible family member, if any, shall be advised of all rights and obligations during this period regarding the continuation of health and dental benefits as an annuitant by the California Public Employees' Retirement System. The surviving spouse, domestic partner or other eligible family member shall also be notified by the department during this period regarding COBRA rights for the continuation of vision benefits. This section shall apply to represented State employees in bargaining units that have agreed to this provision.

SAU TA @
4:50pm
6/2/16
Brenda of Mont
Bruce Chief
Stephen
Brook
Robert Vega
Mar S
Michelle
Diana
Judy Cordova
Dorothy P
Jenny

TA 4:50
6-2-16
Denny
manville

John
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Master
Sullivan
J. Margarette
K. Sch
Khayma



Union Proposal
Master Table

Date _____

Proposal No: 2

1000 TA

The Union proposes the following language:

~~9.8 Joint Union/Management Benefits Advisory Committee~~

- ~~A. The State and the Union agree to establish a Joint Union/Management Benefits Advisory Committee to review benefits and to make recommendations on cost containment. This committee shall meet, at least, quarterly. Topics may include, but are not limited to, eligibility, cost containment, number and quality of benefits provided, competitiveness among providers, and standardization of benefit design, utilization, promotion, and cost, wellness and health promotion. This committee shall be advisory in nature.~~
- ~~B. The committee shall be comprised of an equal number of Union and management representatives, the total number to be determined by the CalHR. The committee shall be co-chaired by a labor and a management member.~~
- ~~C. Union members on the committee shall serve without loss of compensation. All other expenses shall be the responsibility of each party participating on this committee.~~
- ~~D. The CalHR will provide necessary staff to support the committee.~~

TA 10:41am
6-7-16

Jam
Hawthorn

Sullivan
Marlene Schultz

P. Wilson
T. Mawarrette

Danyo
H. H.

K. Sch
N. J.

S. Sch

N. J.

A. Sch

G. M.
K. H.

J. P.

J. Bull

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Vega
C. M.
S.
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C. C.
P. P.
M.



Union Proposal

Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.10 Employee Injury on the Job

A. In the event a disabling injury occurs to an employee while on the job, the State agrees to furnish prompt and appropriate transportation to the nearest physician or hospital. Employees may pre-designate a personal physician who would be utilized, if circumstances permit, in the event of a job related injury. The employee must obtain the physician's written consent for this designation; the designation must comply with the other requirements included in Labor Code section 4600; and, the form must be given to the State in advance of any work-related injury. Otherwise, the State will refer the injured employee for treatment to a physician of its choice.

B. An employee who is directed by his/her supervisor to accompany or transport an injured employee to a physician or medical facility shall suffer no loss of compensation for the time spent.

SEU TA@
4:50pm
6/2/16

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C. If the treating physician advises the injured employee to go home or the employee is admitted and remains in a hospital or clinic for treatment, the employee shall be paid for his/her full shift.

D. The State shall not use the DIR's Disability Evaluation Unit Advisory Rating form as the vehicle to justify removing a worker from his/her normal work assignments.

JEV TA @
4:50pm
6/2/2014

Bruno M

Bruce Sheel
Joseph Sheel

Brad Wilk

Robert Vega

Maria Vazquez

Nancy Vazquez

Rodriguez

Miguel Cardon

Brooke Paez

Maria Vazquez

TA 4:50 pm
6-2-14
Tammarillo

[Signature]

[Signature] Pat Wilson

[Signature]

[Signature]

MS. S. Miranda

+ Navarrete

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S. Sal

Khayim [Signature]

[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.11 Enhanced Industrial Disability Leave (EIDL)

A. An employee working in the CDCR who loses the ability to work for more than twenty-two (22) workdays as the result of an injury incurred in the official performance of his/her duties may be eligible for financial augmentation to the existing Industrial Disability Leave (IDL) benefits. Such injury must have been directly and specifically caused by an assault by a patient/client or inmate/ward, or parolee.

B. An employee working in the DDS, DSH, CDVA, or in the Special Schools in the CDE who loses the ability to work for more than twenty-two (22) workdays as the result of an injury incurred in the official performance of his/her duties may be eligible for a financial augmentation to the existing IDL benefits. Such injury must have been directly and specifically caused by an assault or in the restraining of an assaultive resident, patient, (individual), student, client, or member.

C. The EIDL benefits will be equivalent to the

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SM*

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injured employee's net take home salary on the date of occurrence of the injury. EIDL eligibility and benefits may continue for no longer than one year after the date of occurrence of injury. For the purposes of this section, "net salary" is defined as the amount of salary received after Federal income tax, State income tax, and the employee's retirement contribution have been deducted from the employee's gross salary. The EIDL benefit will continue to be subject to miscellaneous payroll deductions.

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6-5-16
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- D. EIDL will apply only to serious physical injuries and any complications directly related medically and attributable to an injury as delineated in A and B above, as determined by the department director or designee. This benefit shall not be applied to either presumptive, stress-related disabilities, or physical disability having mental origin.
- E. The decision as to whether an employee is eligible for, or continues to be eligible for EIDL, shall rest with the department director or designee. The department may periodically review the employee's condition by any means necessary to determine an employee's continued eligibility for EIDL.
- F. Other existing rules regarding the administration of IDL will be followed in the administration of EIDL.



Union Proposal
Master Table

Date _____

Proposal No: 2

The Union proposes the following rollover language:

U 1000 TA

9.12 Flex/Elect Program

A. The State agrees to provide a flexible benefits program (FlexElect) under Internal Revenue Code section 125 and related sections 105(b), 129, and 213(d). All participants in the Flex/Elect Program shall be subject to all applicable Federal statutes and rules, and any related administrative provisions adopted by the CalHR. All eligible employees must have a permanent appointment with a time base of half time or more and have permanent status, or if in a limited-term or temporary authorization (TAU) position, must have mandatory return rights to a permanent position.

B. Employees, who meet the eligibility criteria stated in subsection A above, will also be eligible to enroll in a Medical Reimbursement and/or Dependent Care Reimbursement account under the Flex/Elect Program.

C. The State shall continue its current practice on a cash option in the Flex/Elect Program for employees who have qualifying group coverage.

TA 10:41am
6-7-16
DAM
manila
J. Williams
Marlene
Schultz
D. Wilson
T. Mawanna
P. Panyu
H. H. H.
K. S. S.
K.
S. S.
M. M.
C. C.

Bp
BAP
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J. J.
J. J.

D. PI employees are eligible to participate in the Flex/Elect Program as described in article 18 of this Contract.

SEIU 1000 TA

Brenda M
Bruce Sheel
Bob
Brad Willis
Robert Vega
Miguel
Carmel
Ramon
Myra
Booker
Margaret

TA 10:41am
6-7-16
Pammarilla

S. Miranda
Marlene Schultz
Pat Wilson
Tranawette
S. Simon
H. L. L.
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R. J.
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N. L. L.
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J. L. L.



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.13 Long-Term Care Insurance Plan

- A. Employees are eligible to enroll in any long-term care insurance plan sponsored by the CalPERS. The employee's spouse, parents, spouse's parents, are also eligible to enroll in the plan, subject to the underwriting criteria specified in the plan.
- B. The long-term care insurance premiums and the administrative cost to CalPERS and the SCO shall be fully paid by the employee and are subject to payroll deductions.

TA SEIU 1000

Brendy Moh, Unit 1

Bruce Fitch, Unit 3

Joseph Parker BU 4

Brod Willes BU 11

Robert Vega BU 14

Man Stallen BU 15

Kimberly Curant BU 17

Roma [unclear] BU 20

Myel Condo BU 22

Becky Pempri, Staff

TA 2³⁰
6-2-16
Dan Wenzel
Pat Wilson
Patty Adams

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Sung 6-2-2016
Harold [unclear]
Marek Schultz
Kla [unclear]
5/13/2016 3:01 PM
[Signature] S. Minn
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.14 Temporarily Disabled Employees

A. When an employee claims to be temporarily disabled and prevented from performing his/her usual and customary duties, and requests modified duties, the State may require medical substantiation of the condition.

B. Consistent with the State's Reasonable Accommodation Policy, the State shall attempt to provide alternative duties within the individual's medical restrictions and classification, dependent on availability of work and funding.

C. Any disputes arising out of this section may only be appealed through the SPB's Reasonable Accommodation Appeals Process. This section is not subject to the grievance and arbitration procedure of this Contract.

SEU-TA@
5:50pm
update

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TA 4:00 p
6-2-16
from
Mawelle

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.15 Industrial Disability Leave (IDL)

A. Employees who suffer an industrial injury or illness and would otherwise be eligible for Temporary Disability (TD) benefits under the Labor Code will be entitled to IDL as described in Article 4 of the Government Code, beginning with section 19869. IDL will be paid in lieu of TD benefits.

B. Eligible employees shall receive IDL payments equivalent to full net pay for the first twenty-two (22) workdays after the date of the reported injury.

C. In the event that the disability exceeds twenty-two (22) workdays, the employee will receive 66 and 2/3 percent of gross pay from the twenty-third (23rd) workday of disability until the end of the fifty-second (52nd) week of disability. No IDL payments shall be allowed after two (2) years from the first day (i.e., date) of disability.

SEU TAE
4:50pm
6/1/2016

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TH 4:50
6-2-16
Pat Wilson

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D. The employee may elect to supplement payment from the twenty-third (23rd) workday with accrued leave credits including annual leave, vacation, sick leave, or compensating time off (CTO) in the amount necessary to approximate the employee's full net pay. Partial supplementation will be allowed, but fractions of less than one hour will not be permitted. Once the level of supplementation is selected, it may be decreased to accommodate a declining leave balance but it may not be increased. Reductions to supplementation amounts will be made on a prospective basis only.

WTA@
4:50pm
6/2/2016

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E. Temporary Disability with supplementation, as provided for in Government Code section 19863, will no longer be available to any State employee who is a member of either the PERS or STRS during the first fifty-two (52) weeks, after the first date of disability, within a two (2)-year period.

4:50
6-2-16
Dan
manwith

F. If the employee remains disabled after the IDL benefit is exhausted, then the employee will be eligible to receive TD benefits as provided for in the Labor Code and supplementation, as provided in Government Code section 19863.

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 D. Arroyo

G. All appeals of an employee's denial of IDL benefits shall only follow the procedures in the Government Code and Title 2. All disputes relating to an employee's denial of benefits are

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 Pat Wilson
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not grievable or arbitrable. This does not change either party's contractual rights which are not related to an individual's denial of benefits.

Sav TA@4:50pm
6/2/2014

Mandy Mott
Bruce Shuff
Joseph P...
Brod Wilkes
Robert Vega
M...
Vanessa
Diana
April London

naught

TA 4:50 p
6-2-16
Sam Manville



SJA

Dr. ...
P. J. ...

SSU
MD
Sullivan
Tmarquette
K. S. ...

Haynes
Dr. Wilson

Insurance Code section 2655.

2. The State will pay the full premiums for an employee and any applicable dependent coverage for health, dental and vision benefits for the length of the employee's disability up to a maximum of twenty-six (26) weeks and for PFL up to a maximum of six (6) weeks. The State shall recover the employee's portion of the premium paid through an accounts receivable consistent with Government Code section 19838(a)(2). Any reimbursements for overpayment shall be in monthly installments and the number of repayments shall be equal to the number of monthly overpayments. By mutual agreement, the overpayment may be satisfied by the use of leave credits, excluding sick leave. If an employee's SDI leave extends past twenty-six (26) weeks, the employee shall remit the full health, dental and vision premiums directly to the healthcare providers.
3. Employees participating in the Rural Health Care Equity Program (article 9.4) shall continue eligibility as long as they are not remitting their health, dental and vision premiums directly to the healthcare providers.
4. If an employee is released by their physician to return to work on a part-time basis, an employee may use accrued vacation, annual leave, CTO, holiday credit, personal leave (PLP), personal necessity leave (PNL-BU 3) or sick leave balances to supplement their SDI benefits.

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 SAGL
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 6/13/2016 1:31 PM
 Pat Wilson
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5. SDI does not cover the first seven (7) days of any disability; therefore, sick leave, vacation, CTO, holiday, PLP, PNL (BU 3), or annual leave may be used to cover this period in its entirety.

6. A seven (7) day waiting period is required for PFL through December 31, 2017, therefore, sick leave, vacation, CTO, holiday, PLP, PNL (BU 3), or annual leave may be used to cover this period in its entirety. Beginning on January 1, 2018, an employee taking PFL as described in section A(1) to care for a family member will be eligible for benefits without the seven (7) day waiting period if the employee meets the requirements of section 3303 of the California Unemployment Insurance Code.

67. An employee may elect to supplement their SDI benefit with leave integration up to forty (40) hours per month of their accrued vacation, annual leave, CTO, holiday credit, personal leave (PLP), PNL (BU 3), or sick leave balances. If an employee elects to use annual leave or sick leave to supplement, it may affect the SDI benefits. An employee's combined SDI benefit and use of leave credits cannot exceed their regular monthly gross (less mandatory reductions) pay. Within one week of being disabled from work, the employee or his/her representative must contact their departmental personnel office to provide information on the following:

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K
FF
Mc
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m*

*TA 4/26
6-13-16
Pam Manilla
maydan monehan
Stephanie Fort
Chayman
Cynthia
S. S. Hill
+ Maravette
JH*

Pat Wilson

*SAB
April
APR 10*

[Handwritten signatures]

- a. The date the disability/illness commenced;
- b. The estimated duration of the disability;
- c. A phone number where the employee can be reached;
- d. The election of leave credits usage during the first week of disability;
- e. The number of hours in a month to be charged to leave credits;
- f. Whether or not the employee is planning to file for SDI;
- g. The election to supplement leave credits with SDI benefits;
- h. Once the SDI benefit amount has been determined, the employee must provide a copy of the SDI award letter and the SDI check stubs to the employee's personnel office in order to ensure proper supplementation of benefits and payment.

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 BO
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 n
 TA 4P for
 6-13-16
 Pam Manwila

B. All appeals of a denial of an employee's SDI benefits shall only follow the procedures in the California Unemployment Insurance Code and Title 22 of the California Code of Regulations. All disputes relating to an employee's denial of benefits are not grievable

Maryann Monahan
 Stephen
 Chayin
 Amel

Pat Wilson

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 AMY
 S. S. S.
 T. Macarotte
 J. J. J.

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or arbitrable. This limitation does not change either party's contractual rights which are not related to the denial of an individual employee's benefits.

- C. Current State employees who transfer into this bargaining unit who are eligible for ENDI and NDI benefits prior to transfer shall be entitled to retain their ENDI and NDI eligibility for six (6) months.
- D. When the State Controller's Office resumes its effort to modernize the state's current payroll system, the State agrees to meet with the Union to discuss the feasibility of integration of SDI benefits.

SEIU 1000 TA

Brenda M. Allen
Bruce Sheel
Sophus Peters
Brod Willes
Robert Vega
Walter Skett
William [unclear]
Myrl [unclear]
Joseph [unclear]
Mary [unclear]

PA 426
6-13-16
Tom Rowell
25
Maryann Monahan
Stephanie [unclear]
Chayme
Cynthia
S. Sahle
Travarette
JR
[unclear]
Pat Wilson
Jim [unclear]
[unclear]
Doris [unclear]



Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

9.19.14 Light/Limited Duty Assignments (Unit 14)

A. As part of a return-to-work program for employees who are incapacitated due to illness or injury, an employee may request and/or the State may initiate a limited duty assignment.

B. Limited duty assignments will be administered in accordance with all the following criteria:

1. When the assignment is in accordance with a physician's substantiation and recommended instruction;
2. When and where the State determines that the assignment provides needed services;
3. When the employee can satisfactorily perform the work;
4. When there is a prognosis for improvement of

SEIU 1000 TA
[Handwritten signature], staff
Robert Rega
[Handwritten signature]

STATE
Renee Ruffly TA 6/3/16 2:30pm
SSM
P. Smart
Cecilia E. Greenwald
[Handwritten signature]

the illness or injury;

5. Maintaining safety shall be a prime consideration prior to assigning limited duty.

C. The duration of a limited duty assignment may be up to sixty (60) calendar days. At the State's discretion, a limited duty assignment may be extended an additional sixty (60) days when warranted under B 1 through 5, above.

D. The State may make alternative assignments, retain employees, or may, if it follows the requirements of the Government Code, medically terminate an employee whose prognosis for continued employment is poor.

E. The State reserves the right to have an employee examined by a physician of its choosing prior to granting, continuing, or extending a light/limited duty assignment.

F. When an employee's injury or illness is medically determined to be permanent, the employee may request Reasonable Accommodation as prescribed by the State Personnel Board (SPB). The State will review the request in conformance with SPB rules. Nothing in this Section shall be construed to contravene the SPB's constitutional and/or

SEIU 1006 TA

Staff
Robert Vega
Annunzio

STATE
Rene Auffy
pls
Cecilia E. Greenwall

TA 6/3/16 2:30pm
SSK

statutory authority to determine the appropriate classification of assigned duties; to require reasonable accommodation of an employee or applicant with disability; or to determine the ability of an applicant or employee to perform the essential functions of a classification or job. Complaints under this Section alleging out-of-class work, denial of reasonable accommodations, discrimination based on disability, or inappropriate medical demotion, transfer or termination shall not be grievable under the grievance procedure contained in Article 6 (Grievance and Arbitration) of this Contract, but may be appealed through the SPB's Reasonable Accommodation Appeals Process.

ETU 1000 TIA

 , Staff
Robert Vega
Dumuthion

TA 6/3/16 2:30pm
S.S.d

STATE
Theresa Huff
per
Cecilia E. Greenwald

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.22 Health Benefits Advisory Committee

As a part of the Joint Union Labor Management Benefits Advisory Committee, CalHR will arrange, with the assistance of CalPERS, for representatives of the major California health care providers to give educational forums. In these educational forums, health care providers will be asked to discuss cost containment methods, plan design, operational changes, and methods to improve member(s) overall health.

SEU TA @
7:50pm
6/1/2016

Brendy Mott
Cecilia
Kathleen
Brenda
Robert
Mar & Katie
Linda
Richard
Julia
Brooke
Government

4:00 p
6-2-16
Dawn
Kathleen
SJB

Dawn
S. Sun
MS
S. Miramela
+ Margarette
K. Van
Katherine



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

9.23 Medical Reimbursement Account Workgroup

The parties agree to discuss health benefit costs for state employees whose headquarters are outside the state of California. The workgroup will consist of Franchise Tax Board, Board of Equalization, CalPERS, SEIU and CalHR. The parties agree to begin meeting upon ratification of the agreement.

The parties understand that the health plans administered by the CalPERS Board are not subject to change through negotiation.

SEIU 1000 TA

Burt J. Mitt
Bruce Sheef
Stephen
Brad Willes
Robert Vega
Oscar Cooper

Clara
Rouge
Myra

TA

6/16/16
9:30
Tamara
Travante
Pat Wilson
mam

Marden Schultz
SS
JB
Stephanie
Cynthia
Pat



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

10.1 Health and Safety Commitment

The State is committed to providing a safe and healthy work-place for State employees. The Union supports a positive and strong health and safety program and shall cooperate with the State's efforts in this regard.

TA SEIU 1000

Brenda J. Mott
Bruce Sheel
Joseph Sheel
Brad Waller
Robert Vega
Mac White
K. Camp
Romana
Lyne Calve 10/21
Brooke Pemp
Maam

TA 6-2-16 2:30pm
DAM Manville

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P. Wilson
D. Davis
J. J. Klayman
Manville

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S. Smith
K. L. Smith
W. J. Smith
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

10.3 Occupational Hazards

When an employee in good faith believes that he/she is being required to work where an immediate and recognizable threat to his/her health and safety exists, he/she will so notify his/her supervisor. The supervisor will immediately investigate the situation and either direct the employee to perform some other task away from the occupational hazard(s) or proclaim the area safe and direct the employee to proceed with his/her assigned duties. This direction shall normally be after consulting with higher level supervisory or management staff. If the Union or the employee still believes the unsafe condition(s) exist, the Union or the employee may file a grievance alleging a violation of this section in accordance with the Health and Safety grievance procedure.

TA SEIU 1000

Brenda J. Mott

Bruce Sheel

Brad Wells

Robert Vega

Marissa

Lawrence

Wanda

Miguel Conlon BU 21

Brooke Pierra

Bryan Muech

TA 6-2-16 2:30 pm
pam hanwiler

D. Wilson

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S. Sch

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Khayie
maurice

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

TA @ 4:50pm
10.6 Emergency Evacuation Procedures
letpay

- A. Each department shall establish, implement, and maintain an emergency evacuation procedure. The program shall be in writing and distributed and/or made available to all employees.
- B. If any dispute arises with regard to this section, an employee may file a grievance. The decision reached at the CalHR level shall be final.

Andy Mitt
Grace Hall
Shylen
Paul White
Robert Alegg
Mark Smith
Nessa Galt
Roma
Jill Condo
Brooke Pierce
Margaret Macdon

TA 4:50 P
 6-2-16
 Pam Manville

Chayne
Marlene Schultz
Darius
Pat Wilson
John
Quilly
5-500
John
 6/1/2016 6:22 PM
Shelley
Travaretto
Phant



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

10.7 Protective Clothing (Excludes Unit 17 and Unit 21)

A. When the State requires protective clothing to be worn, the State shall provide the protective clothing. Employees or the Union may request the issuance of protective clothing.

B. "Protective Clothing" means attire, that is worn over, or in place of, regular clothing and is necessary to protect the employees' clothing from damage or stains which would be present in the normal performance of their duties. Protective clothing provided pursuant to this Contract is State owned or leased property which will be maintained by the State. Damaged protective clothing, due to the negligence of the employee, shall be replaced by the employee at his/her expense.

TA SEIU 1000

Brendy Mad
Bruce Sheel
Sophia
Bruce Willes
Robert Vega
Mary Skatt
Ronnie Jones
Brooke Pierra
Mary McNeil

TA 6-2-16 2:30 pm
P. Wilson
Jam Manuila

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SS
HA
James
Quincy
Khaynie
Marabrette
[Signature]



Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:43 am

Proposal No: 1

The Union proposes the following rollover language:

10.8.14 Protective Clothing Program at Office of State Publishing (OSP) (Unit 14)

SEIU 1000 TA

staff
Robert Segon
Amuthion

- A. The Union agrees that the State shall continue a protective clothing program in the OSP pressroom. The Program shall continue for the duration of the contract.
- B. "Protective Clothing" means attire, which is worn over, or in place of, regular clothing and is necessary to protect employees' clothing from damage or stains, which would be present in the normal performance of their duties.
- C. The State shall provide and maintain the protective clothing.
- D. Employees shall be required to wear the protective clothing.
- E. Employees may choose to wear their Solidarity shirts and may do so on Wednesdays. The OSP is not liable for Solidarity shirts that become soiled or damaged.

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Paul Buff
P. Smart

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Stephanie Fort



Union Proposal
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Proposal No: 1

The Union proposes the following language:

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10.11 Hazardous Materials (Excludes Units 15, 17, 20, and 21)

A. Upon request of the Union or an employee, the State shall provide a completed Material Safety Data Sheet (MSDS) for each hazardous substance in use at the place of employment, which has been supplied to the employer by the manufacturer, producer, or seller. If not provided by the manufacturer, producer, or seller, the State shall prepare a written request asking that the MSDS be sent.

B. In accordance with departmental policies, an employee will receive training in the use of hazardous substances where the following conditions exists:

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6-2-16
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1. The manufacturer is required under Labor Code section 6390 to provide a MSDS;
2. The employee is required to use/handle the substance; or
3. It is necessary to update or otherwise train an employee in its use.

Marybeth Schatz

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.13 Access to Work Areas 24 Hours (Excludes Unit 17 and Unit 21)

A. Upon request, employees in twenty-four (24) hour facilities/institutions who need keys will be provided keys.

B. Keys may not be provided due to special circumstances, such as safety or security reasons. In those instances, management will ensure employees have access to and egress from their work areas during their normal work hours.

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Lynn
Pat Wilson



Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.14 Personal Alarms (Excludes Units 15, 17 and 21)

A. A department shall make available to all employees who have contact or a work assignment with inmates, wards, forensic clients or forensic patients, in areas equipped with an alarm, a personal alarm transmitter. The transmitter shall be tested regularly. If a log of the testing is maintained by the department, the Union shall have the right to inspect this log upon written request.

B. The departments having twenty-four (24) hour institutions shall keep the Union informed, upon request, of the progress of personal alarms being tested, manufactured, or being considered for use within said institutions. The State shall meet with a Union representative before the devices are provided to employees.

C. Any institution currently providing such personal alarm devices will continue to do so.

D. This provision shall not supersede any existing departmental or institutional policy governing the use of personal alarms.

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The Union proposes the following rollover language:

10.18 Referral of Assault/Battery (Excludes Units 4, 11, 15, 17 and 20)

The State shall refer all cases involving a ward/inmate assault and/or battery, as defined by existing laws, on an employee to the appropriate prosecuting authority.

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.21 Workplace Violence and Bullying Prevention

The State and the Union developed a model Workplace Violence and Bullying Prevention program. Each department shall maintain a Workplace Violence and Bullying Prevention Program that meets the existing mutually agreed upon model program. The department program shall be in writing and distributed and/or made available to all employees.

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.22 Computer Work Stations

- A. In order to provide a safe and healthy workplace for its employees, the State agrees to order computer equipment wherever possible in accordance with the recommendations made by the Joint Union/Management Video Display Terminal Committee Report.
- B. The State shall provide instruction in the proper operation and adjustment of computers and workstation equipment. Both parties will encourage employees to properly use computer equipment. The State shall maintain the "Easy Ergonomics for Desktop Computer Users" booklet which will be available to all departments for training purposes.
- C. Upon the request of the employee, the State shall provide an ergonomic evaluation of the employee's primary workstation by a trained evaluator.
- D. The State shall take action as it deems

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necessary to make the following equipment available to all employees that use computers:

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1. Glare screens;
2. Document holders;
3. Adjustable chairs;
4. Ergonomic keyboards;
5. Foot and wrist rests;
6. Telephone headsets;
7. Ergonomic computer table and supports;
8. Wheeled carriers;
9. Alternative pointing devices (rollerball, trackball, touch-pad, etc.) as necessary.

Additionally, the State shall take action as it deems necessary to mitigate glare from the workplace, such as, rearrangements of the work stations to avoid glare on monitors and on terminal screens from windows and ceiling luminaries, or providing other measures to reduce the glare from light sources.

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In the event that the State modifies existing or creates new policies regarding computer work stations, written notice and an opportunity to meet and confer over the impact of such changes will be provided to the Union in accordance with the provisions of Section 24.1 of this Agreement.

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D. Infectious Disease Control Training shall include, but not be limited, to bloodborne and airborne diseases.

E. The State shall utilize the best guidelines available. Examples of guidelines may include the use of the Joint Advisory Notices issued by the Centers for Disease Control. For licensed hospitals, such training shall be consistent with the California Code of Regulations.

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Bob Allen
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Marilyn Schultz
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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.26 Precautions Against Exposure to Bloodborne Pathogens

A. The Department of Corrections and Rehabilitation (CDCR), State Hospitals (DSH), Veteran's Affairs (DVA), and Developmental Services (DDS) shall utilize the best guidelines identified for the housing, control and treatment of inmates, wards, clients, and patients to ensure the protection of staff from exposure to bloodborne pathogens. Examples of guidelines the departments may use are the Joint Advisory Notices issued by the Department of Labor, Department of Human Services, and guidelines issued by the Centers for Disease Control. Upon request, the Union and/or an employee will be provided a copy of the aforementioned publications and/or guidelines utilized by the departments above.

B. CDCR, DSH, DVA, and DDS shall provide the necessary training to staff who are responsible for the care and treatment of inmates, wards, clients, and patients with bloodborne pathogens. Training will be tailored to the

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express or identified needs of the staff assigned and will be conducted as determined and identified by management. Upon request, the Union will be provided with the State's approved training plan relative to bloodborne pathogens.

- C. Signs or posters indicating the proper precautions that staff should follow relative to good sanitary practices will be posted in staff restrooms and other locations as determined by management.
- D. The aforementioned departments will use standard audit procedures regarding compliance issues related to inspections.
- E. Employees who are exposed to bloodborne pathogens as a result of their employment will be advised of their ability to receive appropriate treatment and care as determined by their treating physician via the workers' compensation system.
- F. The departments will utilize the most up to date guidelines provided for the processing of laundry.

G. Protective apparel shall be available to all staff. All employees, upon request, shall be provided with disposable gloves and hand

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cleaning materials in an AIDS unit. A supply of these items should be maintained in such a manner so as to be accessible to other designated staff.

H. The Union will bring concerns regarding health and safety issues to the local Health and Safety Committee for resolution.

I. CDCR, DSH, DVA, and DDS shall offer Hepatitis B vaccinations to all employees who have potential for occupational exposure as defined in Title 8 section 5193 of the California Code of Regulations.

J. If a bloodborne pathogens unit is established in any other department, the State agrees to abide by this section.

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Marc Spitzer

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.27 Remodeling/Renovations and Repairs

A. Whenever a State owned or managed building is remodeled or renovated, the agency/tenant whose space is being remodeled/renovated will provide at least thirty (30) days prior notice to employees impacted by the construction. A copy of this notice shall be provided to the Union.

B. Except in emergency situations, the State shall give not less than forty-eight (48) hours prior notice whenever repair work in State owned or managed buildings is done which may result in employee health concerns for the work environment.

C. Prior to undertaking any remodeling, renovation, or repair, that requires removal of any material, the materials will be tested for lead and asbestos. If such materials are present, they will be removed in accordance with State regulations to assure the safety of employees/tenants.

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D. For leased buildings not managed by the State, the State will include the following language in all new leases entered into after thirty (30) days following the ratification of this Contract.

E. "Except in emergency situations, the Lessor shall give not less than forty-eight (48) hours prior notice to State tenants, when any pest control, remodeling, renovation, or repair work affecting the State occupied space may result in employee health concerns for the work environment."

F. The State will take actions to accommodate employees who suffer from chemical hypersensitivity as it pertains to section 10.27 (Remodeling/Renovations and Repairs).

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4:50pm
6/1/2016

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Union Proposal
Master Table

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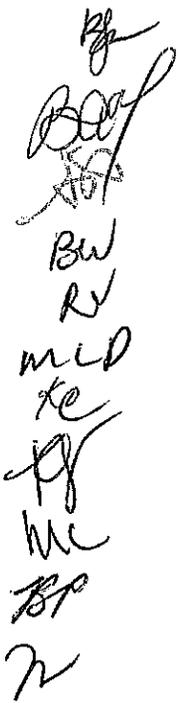
Proposal No: 1

The Union proposes the following rollover language:

10.28 Pest Control

- A. Whenever a department utilizes a pest control chemical in State owned or managed buildings/ grounds, the department will provide at least forty-eight (48) hours notice prior to application of the chemical, unless an infestation occurs which requires immediate action. Notices will be posted in the lobby of the building and will be disseminated to building tenant contacts.
- B. Employees who wish to review the MSDS sheet(s) for the chemical(s) being applied may do so by making their request to the appropriate building manager's office. Application of the chemical(s) will be done in a manner consistent with State regulations to assure the safety of tenants.
- C. Normally, the chemical application will take place during hours when the building is closed for business.
- D. For leased buildings not managed by the State, the State will include the following language in all new leases entered into after thirty (30) days following the ratification of this Contract.

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- E. "Except in emergency situations, the Lessor shall give not less than forty-eight (48) hours prior notice to State tenants, when any pest control, remodeling, renovation, or repair work affecting the State occupied space may result in employee health concerns for the work environment."
- F. The State will take actions to accommodate employees who suffer from chemical hypersensitivity as it pertains to section 10.28 (Pest Control).

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.29 Smoking Cessation

- A. The State will continue to provide smoking cessation programs consistent with prior departmental practices.
- B. Participation or non-participation in such programs shall not jeopardize the employment rights of participants and non-participants for failure to successfully complete smoking cessation programs.
- C. Where not already implemented, the State agrees to consider smoking cessation programs upon request of groups of employees within the same department and geographic proximity.

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

10.30 Health and Safety Grievances

- A. It is the policy of the State employer to enforce safety and health, policies, procedures, and work practices and protect employees from harm in connection with State operations.
- B. To this end, the parties agree that it is in their mutual best interest to endeavor to make the work site free from situations, circumstances, or conditions that constitute an immediate and recognizable threat to the health and safety of employees.
- C. It is the intent of this Health and Safety Grievance Procedure to ensure a prompt response to employees who feel that a situation exists which constitutes an immediate and recognizable threat to their health and safety.
- D. When an employee in good faith believes that he/she is being required to work where an immediate and recognizable threat to his/her health and safety exists, he/she will so notify his/her supervisor. The supervisor will immediately assess the situation, direct any necessary corrective action to eliminate any

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immediate and recognizable threat to the employee's health and safety, and either direct the employee to temporarily perform some other task or direct the employee to proceed with his/her assigned duties. If the Union or the employee still believe the immediate and recognizable threat to his/her health and safety exists, the Union or the employee may file a grievance alleging a violation of this section at Step 2 of the grievance procedure as follows:

1. Health and Safety Grievance – Step 2

a. If the grievant is not satisfied with the decision rendered by his/her supervisor, the grievant may appeal the decision in writing, within five (5) calendar days after receipt of the decision to the department head or designee as the second level of appeal.

b. The person designated by the department head as the second level of appeal shall respond to the grievance in writing within fourteen (14) calendar days. A copy of the written response shall be sent concurrently to the SEIU Local 1000 Headquarters.

2. Health and Safety Grievance – Step 3

a. If the grievant is not satisfied with the

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decision rendered pursuant to Step 2, the grievant may appeal the decision in writing, within five (5) calendar days, after receipt of the decision to the CalHR as the third level of appeal. The Union shall concurrently send a copy of the appeal to the affected department(s).

- b. The Director of the CalHR or designee shall respond to the grievance in writing within fourteen (14) calendar days.
- c. If the grievance is not resolved at Step 3 within twenty-four (24) hours after receipt of the third step response, the Union shall have the right to submit the grievance to arbitration.
- d. The arbitration shall take place no later than fourteen (14) days following the Union's request unless the parties mutually agree otherwise.
- e. Arbitration shall be in accordance with section 6.11(B) of this article unless otherwise provided.

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Management Counter Proposal

Bargaining Unit: 14

Date: 6/16/16
5:10

Exclusive Representative: SEIU, Local 1000

Article: 11

Subject: Salaries

xx.xx.14 HP 10000 Skill Pay Differential (Unit 14)

Effective the first day of the pay period following ratification, DPO II's assigned as a lead - to operate the HP 10000 at OSP will receive a skill pay differential of three percent (3%).

1. The rate of pay with differential shall be used to compute overtime compensation.
2. The rate of pay with differential shall be used to compute shift differential pay.

Robert Kegan

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Marlene Schultz
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Union Proposal
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Proposal No: 2

The Union proposes the following language:

11.XX Signing Bonus

A. Upon ratification of the MOU, SEIU Local 1000 represented employees shall receive a one-time bonus of two thousand five hundred dollars (\$2,500) as follows:

1. Permanent and limited term full time employees who were on payroll as of December 2, 2016 and who remain employed as of the date of ratification, shall receive two thousand five hundred dollars (\$2,500); or
2. Permanent and limited term part time employees who were on as of payroll on December 2, 2016 and who remain employed as of the date of ratification, shall receive two thousand five hundred dollars (\$2,500); or
3. Employees holding a TAU appointment who were as of payroll December 2, 2016 and who remain employed as of the date of ratification, and who were paid for five hundred nineteen (519) or more hours (Intermittent appointment) or the equivalent of five hundred nineteen (519) hours (full time and part time appointment) during the twelve (12) month period of December 1, 2015 through December 2, 2016, shall receive two thousand

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five hundred dollars (\$2,500). An employee holding a TAU appointment with prior permanent status who accepts a TAU appointment without a break in service shall be entitled to the bonus under Criteria 1 and 3 above; or

4. Permanent, limited term and seasonal intermittent employees who were on payroll as of December 2, 2016 and who remain employed as of the date of ratification, and were paid for five hundred nineteen (519) or more hours during the twelve (12) month period of December 1, 2015 through December 2, 2016, shall receive two thousand five hundred dollars (\$2,500).

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SEIU Local 1000

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- B. Any employee who holds multiple appointments and is represented by SEIU Local 1000 shall receive two thousand five hundred dollars (\$2,500) if their combined time base is equal to or greater than one-quarter (1/4) time.
- C. The bonus received by the employee shall not be considered as compensation for the purpose of retirement contributions.

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Proposal No: 3

The Union proposes the following language:

11.1 Salaries

A. SEIU Local 1000 eligible employees shall receive a General Salary Increase (GSI) of four percent (4%) effective July 1, 2017, a GSI of four percent (4%) effective July 1, 2018, and a GSI of three and a half percent (3.5%) effective July 1, 2019.

B. Eligible employees means an employee of a recognized collective bargaining unit that has a ratified collective bargaining agreement containing these provisions.

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Proposal No: 1

The Union proposes the following rollover language:

11.3 Salary Definitions (Excludes Unit 17)

Units 1, 3, 4, 11, 14, 15, 20 and 21 hereby agree to support putting the following changes to Article 5 of the CalHR regulations into effect provided all bargaining units agree to the same. As used in this article, terms are defined as follows:

- A. "Salary range" is the range of rates between, and including, the minimum and maximum rate currently authorized for the class; Top Step Rounding: Classes shall be adjusted to reflect five percent (5%) increments between the minimum and the maximum salary rates. Each five percent (5%) shall be calculated by multiplying by 1.05 and rounded to the nearest dollar. To calculate five percent (5%) for daily and hourly rates multiply by 1.05 and round to the nearest dollar and cents amount, subject to the availability of funds.
- B. "Step" for employees compensated on a monthly basis is a five percent (5%) differential above or below a salary rate rounded to the nearest dollar and for employees compensated on a daily or hourly basis is a five percent (5%) differential above or below a rate rounded to the

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nearest dollar and cents amount. One-step higher is calculated by multiplying the rate by 1.05 (e.g., \$2,300 x 1.05 = \$2,415). One-step lower is calculated by dividing the rate by 1.05 (e.g., \$2,415 ÷ 1.05 = \$2,300).

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C. "Rate" for employees compensated on a monthly basis is any one of the full dollar amounts found within the salary range and for employees compensated on a daily or hourly basis is any one of the dollar and cents amounts found within the salary range.

D. "Range differential" is the difference between the maximum rate of two (2) salary ranges.

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E. "Substantially the same salary range" is a salary range with the maximum salary rate less than two (2) steps higher than or the same as the maximum salary rate of another salary range.



F. "Higher salary range" is a salary range with the maximum salary rate at least two (2) steps higher than the maximum salary rate of another salary range.

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G. "Lower salary range" is a salary range with the maximum salary rate any amount less than the maximum salary rate of another

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salary range. Unless otherwise provided, the lowest salary range currently authorized for the class is used to make salary comparisons between classes except for deep classes. Any rate falling within the salary range for a class may be used to accomplish appropriate step differentials in movement between classes and salary ranges.

EU TA @ 4:50pm
6/2/16

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Bruce Sheel
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Brad Miller
Rebecca
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more than four (4) salary advances per calendar year may be issued under these circumstances:

3. The difference between the employee's net pay and the salary advance shall not be paid until after receipt of the State Controller's warrant for the pay period.

B. It will be the responsibility of the employee to make sure voluntary deductions (e.g., credit union deductions, union dues, etc.) are paid.

C. This provision does not apply to those employees who have direct deposit.

D. Nothing in this provision shall prevent departments from continuing policies in excess of this provision.

E. The State agrees to provide timely payment of wages after an employee's discharge, layoff, or resignation consistent with applicable department and SCO policies.

F. Overpayments or any other payroll errors shall be administered in accordance with Government Code section 19838 except as otherwise provided.

TA 7:46 pm
6-23-16

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6/23/2016 5:00 PM

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in this section. By mutual agreement, the overpayment may be satisfied by the use of leave credits, excluding sick leave.

G. For overtime checks, an advance for an amount close to the actual net pay shall be issued by the end of the pay period following the actual month for which the overtime is submitted if the overtime check is not available at the time.

TA 7:46 pm
6-23-16

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Pat Wilson

Marlene Schultz

Sheryl Livande

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Steve

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Manuila

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Bruce Thal
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Robert Vega
Mauri Spiller
A. Covert
F.S.
Mel Cole
Beverly Pierson
Margaret



Union Proposal
Bargaining Unit 14

Date _____

Proposal No: 1

The Union proposes the following rollover language:

11.5.14 Pay Periods (Unit 14)

Employees in Unit 14 who are employed at the OSP shall continue to receive their paychecks twice a month. The State shall continue a negative payroll system at OSP. All other employees in Unit 14 shall continue to receive their paychecks once per month.

SEIU 1000 TA

Robert Vega
David Klein

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

11.7 Merit Salary Adjustments (MSA)

- A. Employees shall receive annual MSA in accordance with Government Code section 19832 and applicable CalHR rules.
- B. The employee shall be informed in writing of denial ten (10) working days prior to the proposed effective date of the MSA.
- C. Denial of the MSA shall be subject to the grievance and arbitration procedure.

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Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

11.8.14 Night Shift Differential (Unit 14)

Employees shall receive a shift differential at the rate for evening and night shifts as defined below:

1. Employees shall qualify for the evening shift (8% times the hourly rate) where four (4) or more hours of the regularly scheduled work shift fall between 5 p.m. and 11 p.m.
2. Employees shall qualify for the night shift rate (10% times the hourly rate) where four (4) or more of the regularly scheduled work shift fall between 12 midnight and 6 a.m.

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Cecilia E. Greenwald
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Union Proposal
Master Table

Date _____

Proposal No: 3

The Union proposes the following language:

*TC 1629
13 Jun 16*

11.9 Bilingual Differential Pay (Excludes Units 17 and 21)

Bilingual Differential Pay applies to those positions designated by the CalHR as eligible to receive bilingual pay according to the following standards:

A. Definition of Bilingual Position for Bilingual Differential Pay:

1. A bilingual position for salary differential purposes requires the use of a bilingual skill on a continuing basis averaging ten percent (10%) of the time. Anyone using their bilingual skills ten percent (10%) or more of the time will be eligible whether they are using them in a conversational, interpretation, or translation setting. An employee may provide their supervisor with data supporting the use of their bilingual skills ten percent (10%) or more of the time. Management will evaluate this data in assigning bilingual designation to the position. In order to receive bilingual differential pay, the position/employee must be certified by the using department and approved by the CalHR. (Time should be an average of the time spent on bilingual activities during a given fiscal year);
2. The position must be in a work setting that requires the use of bilingual skills to meet the needs of the public in either:

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Pat Wilson
6/13/2016 3:07 PM

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- a. A direct public contact position;
- b. A hospital or institutional setting dealing with patient, client, student, or inmate needs;
- c. A position utilized to perform interpretation, translation, or specialized bilingual activities for the department and its clients.

- 3. Position(s) must be in a setting where there is a demonstrated client or correspondence flow where bilingual skills are clearly needed.
- 4. Where organizationally feasible, departments should ensure that positions clearly meet the standards by centralizing the bilingual responsibility in as few positions as possible.
- 5. Actual time spent conversing or interpreting in a second language and closely related activities performed directly in conjunction with the specific bilingual transaction will count toward the ten percent (10%) standard.

B. Rate:

- 1. An employee meeting the bilingual differential pay criteria during the entire pay period would receive a maximum of one hundred dollars (\$100) per pay period including holidays.
- 2. A monthly employee meeting the bilingual differential pay criteria less than the entire pay period would receive the differential on a pro rata basis.
- 3. A fractional-month employee meeting the

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 6/13/2016 3:07 PM

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bilingual differential pay criteria would receive the differential on a pro rata basis.

4. An employee paid by the hour meeting the bilingual differential pay criteria would receive a differential of fifty-eight cents (\$.58) per hour.

C. Employees, regardless of the time base or tenure, who use their bilingual skills more than ten percent (10%) of the time on a continuing basis and are approved by the CalHR will receive the bilingual differential pay on a regular basis.

D. Bilingual differential payments will become earnings and subject to contributions to the CalPERS, OASDI (Social Security), levies, garnishments, Federal and State taxes.

E. Employees working in positions which qualify for regular bilingual differential pay as authorized by the CalHR may receive the appropriate pay during periods of paid time off and absences (e.g., sick leave, vacation, holidays, etc.).

F. Employees will be eligible to receive the bilingual differential payments on the date the CalHR approves the departmental pay request. The effective date may be retroactive to the date of appointment to a position requiring bilingual skills when the appointment documentation has been delayed. The effective date may be retroactive up to sixty (60) days when the incumbent's duties are changed to include the use of bilingual skills.

G. Bilingual salary payments will be included in the calculation of lump-sum vacation, sick leave, and extra hour payments to employees terminating their

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Pat Wilson
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- 3. Impact upon employees who perform bilingual services vs. those who do not;
- 4. Use of tactile interpretation and the impact to employees.

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 Bruce Theel
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 Robert Pegg
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 Ronald Lee
 Susan Pegg
 Mary Mendenhall

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 Pam Manville
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 Pat Wilson



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

11.12 Deferred Compensation Plans

A. Employees are eligible to participate in the State of California, Department of Human Resources, 401(k) and 457 plans offered through the Savings Plus Program (SPP).

B. Employees who are eligible under Internal Revenue Code section 403(b) are eligible to participate in the 403(b) Plan as administered by the State Teachers Retirement System.

*SEU TA
4:50pm
4/2/16*

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Bruce Sheel

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

11.13 Tax Deferral of Lump Sum Leave Cash-Out Upon Separation

*SAUTA@
6:50pm
6/1/2016*

A. To the extent permitted by federal and state law, employees who separate from State service who are otherwise eligible to cash out their vacation and/or annual leave balance, may ask the State to tax defer and transfer a designated monthly amount from their cash payment into their existing 457 and/or 401k plan offered through the Savings Plus Program (SPP).

B. If an employee does not have an existing 457 and/or 401k plan account, he/she must enroll in the SPP and become a participant in one or both plans no less than sixty (60) days prior to his/her date of separation.

C. Such transfers are subject to and contingent upon all statutes, laws, rules and regulations authorizing such transfers including those governing the timing and amount of annual deferrals.

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- D. Employees electing to make such a transfer shall bear full tax liability, if any, for the leave transferred (e.g., "overdefers" exceeding the limitation on annual deferrals).
- E. Implementation, continuation and administration of this section is expressly subject to and contingent upon compliance with the SPP's governing plan document (which may at the State's discretion be amended from time to time), and applicable Federal and State laws, rules and regulations.
- F. Disputes arising under this section of the Contract shall not be subject to the grievance and arbitration provisions of this Contract.

SEUTA @
4:50pm
6/2/2016

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Union Proposal
Master Table

Date: _____

Proposal No: 1

The Union proposes the following rollover language:

**11.17 Recruitment and Retention Differentials
(Excludes Unit 17)**

A. Upon approval by the CalHR, a department may provide a monthly recruitment and retention differential to employees.

B. This differential may be authorized for specific classifications in specific geographic locations or facilities.

C. A department will provide the Union with notice when a request to provide a monthly recruitment and retention differential is made to the CalHR.

D. Less than full-time permanent employees and PI employees may receive a recruitment and retention differential on a pro rata basis.

E. The amount and location of such differentials is neither grievable nor arbitrable.

SEU TA @
4:50pm
6/2/16

TA 4:50p
6-2-16

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Brendy Mok
Bruce Sheel
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Robert
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Richard
Myal
Sister
Margaret



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following language:

11.20 Recruitment and Retention - Avenal, Ironwood, Calipatria, Chuckawalla Valley, and Centinela, High Desert, California Correctional Center, and Pelican Bay State Prisons (Excludes Units 17, 20 and 21)

SEIU 1000 TA

Brenda M...
Bruce...
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Brad...
Robert...
M... & V...

A. Employees who are employed at Avenal, Ironwood, Calipatria, Chuckawalla Valley, or Centinela, High Desert, California Correctional Center, or Pelican Bay State Prisons, for twelve (12) consecutive qualifying pay periods, shall be eligible for a recruitment and retention bonus of two thousand ~~four~~^{six} hundred dollars (\$2,400~~2,600~~), payable thirty (30) days following the completion of every twelve (12) consecutive qualifying pay periods.

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B. If an employee voluntarily terminates, transfers, or is discharged prior to completing twelve (12) consecutive pay periods at Avenal, Ironwood, Calipatria, Chuckawalla Valley, or Centinela, High Desert, California Correctional Center, or Pelican Bay State Prisons, there will be no pro rata payment for those months at either facility.

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C. If the department mandatorily transfers an employee, he/she shall be eligible for a pro rata share for those months served.

D. If an employee promotes to a different facility or department other than Avenal, Ironwood, Calipatria, Chuckawalla Valley, or Centinela, High Desert, California Correctional Center, or Pelican Bay State Prisons prior to completion of the twelve (12) consecutive qualifying pay periods, there shall be no pro rata of this recruitment and retention bonus. After completing the twelve (12) consecutive qualifying pay periods, an employee who promotes within the department will be entitled to a pro rata share of the existing retention bonus.

E. Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked excluding overtime during the twelve (12) consecutive qualifying pay periods.

F. Annual recruitment and retention payments shall not be considered as compensation for purposes of retirement contributions.

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G. Employees on IDL shall continue to receive this stipend.

H. If an employee is granted a leave of absence, the employee will not accrue time towards the twelve (12) qualifying pay periods, but the employee shall not be required to start the calculation of the twelve (12) qualifying pay periods all over. For example, if an employee has worked four (4) months at qualifying institution and then takes six (6) months' maternity leave the employee will have only eight (8) additional qualifying pay periods before receiving the initial payment of two thousand four six hundred dollars (\$2,4002,600).

SEU 1000 TA

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- Bruce G. [unclear]
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I. It is understood by the Union that the decision to implement or not implement annual recruitment and retention payments or to withdraw authorization for such payments, and the amount of such payments rests solely with the State and that decision is not grievable or arbitrable.

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- Brooke Pomeroy
- Margy Newby

TA 7:46 pm
6-23-16

- Tom Manville
- Pat Wilson
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Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

11.51.14 Satellite Work Location Pay Differential (Unit 14)

Employees in the classifications of DPO I/II who are permanent employees, are permanently assigned and have a time base of three-quarter (3/4) or more shall receive a pro-rated differential of one hundred fifty dollars (\$150) per month provided that all five (5) of the following criteria are met:

1. The incumbent is permanently assigned to a satellite work location or works independently in a one person shop, and his/her immediate supervisor does not provide technical guidance and support, and;
2. The incumbent is the individual who is assigned to maintain the effective and efficient operation of the work location, and;
3. The operation of the work location routinely entails customer contact and

SEIU 1000 TA
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Robert Vega
D. M. [unclear]

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Ta 6/3/16 2:30p
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Stephanie [unclear]

frequent accommodation of unexpected changes in work priorities or workload increases, and;

4. The incumbents cannot refer to or consult with the immediate supervisor or other knowledgeable staff regarding day-to-day decisions regarding the operations of the work location on a timely and effective basis; and
5. Other staff at the location are not knowledgeable about the incumbent's assigned duties and responsibilities sufficient to contribute to the effective and efficient completion of the incumbent's assignment.

SEIU 1000 TA

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Union Proposal

Bargaining Unit 14

Date 6.3.16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

11.52.14 M1000 Skill Pay Differential (Unit 14)

The State and the Union agree that employees assigned to operate the Harris M1000 at the OSP will receive a skill pay differential of ten percent (10%) for the Web Offset Press Operator (WOPO) III, Second Pressperson and twenty percent (20%) for the WOPO IV, Lead Pressperson.

1. The rate of pay with differential shall be used to compute overtime compensation.
2. The rate of pay with differential shall be used to compute shift differential pay.
3. The rate of pay with differential shall be used to compute the level of compensation upon retirement.

SEIU 1000 TA

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Union Proposal
Bargaining Unit 14

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Date _____

Proposal No: 1

The Union proposes the following language:

~~11.53.14 Printers — State Compensation Insurance Fund (SCIF) — Skill Pay Differential (Unit 14)~~

~~The State and the Union agree that employees in the classification of Printer I, SCIF (Class Code 7442) will continue to receive a skill pay differential of eighty five cents (\$0.85) per hour for assignment to the operation of the Ryobi 3302M two (2) color press. Normal assignment will be for full pay periods. For employees assigned to the press eleven (11) or more working days in the pay period, the differential rate will be paid for the entire pay period, including periods of paid leave. Employees assigned to the press on overtime, the skill pay differential will be paid in accordance with the overtime provision found in section 19.2. Employees will be eligible for assignment to the press and differential pay from the date they are found qualified to operate the press independently. Management will determine when employees are sufficiently trained and qualified. Under normal circumstances, qualified employees will be assigned to the press by customary job rotation.~~

11.53 INTENTIONALLY EXCLUDED

UNION 5/10/16 2:14 pm

Robert Vega
Robert Vega Chair BU14
Staff

TA 5.10.16 2:14 PM
State SSL
Stephanie
Patty
Patricia S. Gomez



Union Proposal
Bargaining Unit 14

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Date _____

Proposal No: 1

The Union proposes the following language:

~~11.54.14 Printers I - State Compensation Insurance Fund (SCIF) Skill Pay Differential (Unit 14)~~

~~The State and the Union agree that effective July 1, 1999, employees in the classification of Printer I, SCIF (Class Code 7442) will receive skill pay differential of eighty five cents (\$0.85) per hour for assignment to the operation of the Heidelberg Printmaker QM 46-2 Press. Normal assignment will be for full pay periods. For employees assigned to the press eleven (11) or more working days in the pay period, the differential rate will be paid for the entire pay period, including periods of paid leave. Employees assigned to the press less than eleven (11) working days will be paid the differential rate for only those days they operate the press. When qualified employees are assigned to operate the press on overtime, the skill pay differential will be paid in accordance with the overtime provision found in section 10.2. Employees will be eligible for assignment to the press and differential pay from the date they are found qualified to operate the press independently. Management will determine when employees are sufficiently trained and qualified. Under normal circumstances, qualified employees will be assigned to the press by customary job rotation.~~

11.54 INTENTIONALLY EXCLUDED

UNION 5/10/16 2:14 pm
Staff
Robert Vega Chair BU 14
Dennis Kison

State 5.10.16
2:14 P.M.
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Patty Stewart
A. Cecilia E. Green



Union Proposal

Bargaining Unit 14

Date 6.3.16

@ 10:43am

Proposal No: 1

The Union proposes the following rollover language:

11.55.14 Pay Differential – Sheetfed Offset Press Operator (SOPO) II (Unit 14)

- A. The State and SEIU, Local 1000 agree that incumbents in the SOPO II classification who are permanently assigned to operate envelope specialty presses more than fifty percent (50%) of their work time will receive a pay differential of two hundred fifty dollars (\$250) per month pro-rated according to time base.
- B. The parties agree that it is their intent, that persons receiving the SOPO II pay differential, shall not experience a loss in compensation upon movement to another class in State service. When determining the rate of pay for an employee that is receiving compensation under this pay differential, the employee shall move from their combined rate (base salary plus pay differential) not to exceed the maximum of the class, when computing the appointment rate upon movement to another classification.

SEIU 1000 TA

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STATE TA 6/3/16 2:30pm

 P. Amant
 Cecilia E. Greenwald

 Stephanie P. P...

Management Counter Proposal

5:46 am

Bargaining Unit: ~~all units~~ (excludes

Date: 6/16/16

Exclusive Representative: SEIU, Local 1000 Unit 1)

Article: 11

Subject: Salaries

11.22.4 Institutional Worker Supervision Pay Differential (Unit 4)

A. Effective January 1, 1994, Bargaining Unit 4 employees who have regular and direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two (2) inmates, wards, or resident workers who take the place of civil service employees for a total of one-hundred-seventy-three (173) twenty (20) hours a pay period shall, subject to the approval of the California Department of Human Resources, receive a pay differential of one hundred ninety dollars (\$190) per qualifying pay period.

B. The pay differential shall be subject to CalPERS deductions for the purpose of retirement contributions.

C. The pay differential shall be pro rated for less than full-time employees.

D. The pay differential shall only be included in overtime calculations for FLSA eligible classes, and shall not be included to calculate SDI or lump-sum vacation, sick leave, and excess hours due to fluctuating work schedules.

E. Upon promotion to a higher classification in State service, an employee receiving compensation under this pay differential shall move from their combined salary rate (base salary plus Supervision of Inmates/Wards/Resident Workers Pay Differential rate) to compute the appointment rate.

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6/16/16

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SEIU 1000

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Joseph [unclear]

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Mark [unclear]

Pat [unclear]

Stephanie [unclear]

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Cecilia [unclear]



Union Proposal
Master Table

Date _____

Proposal No: 5

The Union proposes the following language:

12.1 Business and Travel Expenses

Effective the first day of the pay period following ratification, The the State agrees to reimburse employees for actual, necessary and appropriate business expenses and travel expenses incurred fifty (50) miles or more from home and headquarters, in accordance with existing Department of Human Resources CalHR rules and as set forth below. Lodging and/or meals provided by the State or included in hotel expenses or conference/registration fees or in transportation costs such as airline tickets or otherwise provided shall not be claimed for reimbursement. Snacks and continental breakfasts such as rolls, juice, and coffee are not considered to be meals. Employees who are unable to consume meal(s) provided by the State or included in hotel expenses or conference/registration fees because of time constraints or other considerations may be reimbursed provided an alternate meal was purchased, in accordance with the rates established in section (A)(1) of this article. Each item of expenses of \$25 or more requires a receipt; receipts may be required for items of expense that are less than \$25. When receipts are not required to be submitted with the claim, it is the employee's responsibility to maintain receipts and records of their actual

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Les Miller

Brad Willis

Robert Vega

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Margaret

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Jan Mandula

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Marlene
Pat Wilson
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Patty Smart

expenses ~~for tax purposes~~. and make them available for audit upon request by their department, state control agencies and/or the Internal Revenue Service. Each State agency shall determine the necessity for travel and the mode of travel to be reimbursed.

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*Brendy Mot
Bruce Sheel*

A. Meals/Incidentals: Meal expenses for breakfast, lunch, and dinner will be reimbursed in the amount of actual expenses up to the agreed upon maximums. Receipts for meals must be maintained by the employee as substantiation that the amount claimed was not in excess of the amount of the actual expense. CalHR must comply with current IRS definition of "incidentals". The IRS definition term of "incidentals" includes, but is not limited to, ~~expenses for laundry, cleaning and pressing of clothing, and fees and tips for services, such as for porters, and baggage carriers, and hotel staff.~~ It does not include expenses for laundry, cleaning and pressing of clothing, taxicab fares, lodging taxes or the cost of telegrams or telephone calls.

Brad Willis

Rebeck Vega

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Lynette

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*1145 pa
12-2-16
pdm manila*

~~Effective September 1, 2013, Article 12.1 Business and Travel subdivision A.1. will be amended as follows:~~

- 1. Rates – Actual meal/incidental expenses incurred will be reimbursed in accordance with the maximum rates and time frame

[Handwritten signatures]

*S. S. SAGE
Katherine
Marlene Schultz
Pat Wilson
Patty Hart
max jane monahan*

requirements outlined below:

Breakfast up to \$7.00

Lunch up to \$11.00

Dinner up to \$23.00

Incidentals up to \$5.00

Total up to \$46.00 (Every full 24 hours of travel)

SEIU LOCAL 1000 TA

Brendy MA
Bruce Thiel
Josh Peters
Brad Willis
Robert Vega
Mare Stalle
C. Grant

1145 pm
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2. Time Frames - For continuous short-term travel of more than twenty-four (24) hours but less than thirty-one (31) days, the employee will be reimbursed for actual costs up to the maximum for each meal, incidental, and lodging expense for each complete twenty-four (24) hours of travel, beginning with the traveler's time of departure and return as follows:

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a. On the first day of travel on a trip of more than twenty-four (24) hours:

Trip begins at or before 6 a.m. Breakfast may be claimed

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Trip begins at or before 11 a.m. Lunch may be claimed

Trip begins at or before 5 p.m. Dinner may be claimed

b. On the fractional day of travel at the end of a trip of more than twenty-four (24) hours:

Trip ends at or after 8 a.m. Breakfast may be claimed

Trip ends at or after 2 p.m. Lunch may be claimed

Trip ends at or after 7 p.m. Dinner may be claimed

If the fractional day includes an overnight stay, receipted lodging may be claimed. No meal or lodging expenses may be claimed or reimbursed more than once on any given date or during any twenty-four (24)-hour period.

c. For continuous travel of less than twenty-four (24) hours, the employee will be reimbursed for actual expenses up to the

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maximum as follows:

Travel begins at or before 6 a.m. and ends at or after 9 a.m.: Breakfast may be claimed

Travel begins at or before 4 p.m. and ends at or after 7 p.m.: Dinner may be claimed

If the trip extends overnight, receipted lodging may be claimed

No lunch or incidentals may be claimed on a trip of less than twenty-four (24) hours.

B. Lodging: All lodging reimbursement requires a receipt from a commercial lodging establishment such as a hotel, motel, bed and breakfast inn, or public campground that caters to the general public. No lodging will be reimbursed without a valid receipt.

~~1. Regular State Business Travel~~

a-1. Statewide, in all locations not listed in c. below, for receipted lodging while on travel status to conduct State business: With a lodging receipt: Actual lodging up

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to \$90 plus applicable taxes and
mandatory fees.

b.2. When employees are required to
do conduct State business and
obtain lodging in the counties
identified below, reimbursement
will be for actual receipted lodging
up to the below identified
maximums, plus applicable taxes
and mandatory fees.

County	Lodging Rate
All counties except those listed below	\$90
Sacramento, Napa, Riverside	\$95
<u>Marin</u>	<u>\$110</u>
Los Angeles, Orange, Ventura & Edwards AFB, excluding the city of Santa Monica	\$120
<u>San Diego, Monterey County</u>	<u>\$125</u>
<u>Alameda, San Mateo, Santa Clara</u>	<u>\$140</u>
<u>City of Santa Monica</u>	<u>\$150</u>
<u>San Francisco</u>	<u>\$250</u>

~~2. State Sponsored Conferences or Conventions~~

~~For receipted lodging while attending
State Sponsored conferences and~~

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~~conventions, when the lodging is contracted by the State sponsor for the event, and the appointing authority has granted prior approval for attendance and lodging at the contracted rate and establishment: Actual lodging up to \$110 plus applicable taxes.~~

3. ~~Non-State Sponsored Conferences or Conventions~~

~~For receipted lodging while attending non-State sponsored conferences and conventions, when the lodging is contracted by the sponsor for the event, and the appointing authority has granted prior approval for attendance and lodging at the contracted rate and establishment: Actual lodging when approved in advance by the appointing authority.~~

Reimbursement of lodging expenses in excess of specified amounts, excluding taxes requires advance written approval from the Department of Human Resources CalHR. The Department of Human Resources CalHR may delegate approval authority to departmental appointing powers or increase the lodging maximum rate for the geographical area and period of time deemed necessary to meet the needs of the State. An employee

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may not claim lodging, meal, or incidental expenses within 50 miles of his/her home or headquarters.

C. Long-term Travel: Actual expenses for long term meals and receipted lodging will be reimbursed when the employee incurs expenses in one location comparable to those arising from the use of establishments catering to the long-term visitor. The supervisor must determine prior to the beginning of the assignment if the time away from the home or headquarters area will be more than 30 days, but less than one year. Long Term Assignments lasting longer than 1 year may require the long-term reimbursements to be reported as a fringe benefit.

1. Full Long-term Travel - In order to qualify for full long-term travel reimbursement, the employee on long-term field assignment must meet the following criteria:

- The employee continues to maintain a permanent residence at the primary headquarters, and
- The permanent residence is occupied by the employee's dependents, or

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- The permanent residence is maintained at a net expense to the employee exceeding \$200 per month.

The employee on full long-term travel who is living at the long-term location may claim either:

- Reimbursement for actual individual expense, substantiated by receipts, for lodging, water, sewer, gas and electricity, up to a maximum of \$1,130 per calendar month while on the long-term assignment, and actual expenses up to \$10 for meals and incidentals, for each period of twelve (12) to twenty-four (24) hours and up to \$5 for actual meals and incidentals for each period of less than twelve (12) hours at the long-term location, or

- Long-term subsistence rates of \$24 for actual meals and incidentals and \$24 for receipted lodging for travel of twelve (12) hours up to twenty-four (24) hours; either \$24 for actual meals or \$24 for receipted lodging for travel less than twelve (12) hours when the employee incurs expenses in one location comparable to those arising from the use of establishments catering to the long-term visitor.

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2. An employee on long-term field assignment who does not maintain a separate residence in the headquarters area may claim long-term subsistence rates of up to \$12 for actual meals and incidentals and \$12 for receipted lodging for travel of twelve (12) hours up to twenty-four (24) hours at the long-term location; either \$12 for actual meals or \$12 for receipted lodging for travel less than twelve (12) hours at the long-term location.

3. Employees, with supervisor's approval, after completing the work shift remain at the job or LTA location past the Friday twelve (12)-hour clock will receive full per diem for Friday. Those staying overnight shall not receive any additional per diem regardless of the Saturday departure time. An employee returning to the temporary residence on Sunday will receive full per diem. This does not change ~~Department of Human Resources~~ CalHR policy regarding the per diem clock which starts at the beginning of the work shift on Monday. If the normal workweek is other than as stated above, the same principle applies.

The following clarifies ~~Department of Human Resources~~ CalHR policy

regarding an employee leaving the LTA location on personal business:

The reference to leaving the LTA location for personal business and not claiming per diem or transportation expenses assumes that the employee stays overnight at a location other than the long-term accommodations.

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D. Out-of-State Travel: For short-term out-of-State travel, State employees will be reimbursed actual lodging, supported by a receipt, and will be reimbursed for actual meal and incidental expenses in accordance with above. Failure to furnish lodging receipts will limit reimbursement to the meal/incidental rate above. Long-term out-of-State travel will be reimbursed in accordance with the provisions of long-term travel above.

E. Out of Country Travel: For short-term out of country travel, State employees will be reimbursed actual lodging, substantiated by a receipt, and will be reimbursed actual meals and incidentals up to the maximums published in column (B) of the Maximum Travel per Diem Allowances for Foreign Areas, section 925, U.S. Department of State Standardized Regulations and the meal/incidental breakdown in Federal Travel Regulation Chapter 301, Travel Allowances, Appendix B. Long-term out of

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country travel will be reimbursed in accordance with the provisions of long-term travel above, or as determined by the Department of Human Resources CalHR.

Subsistence shall be paid in accordance with procedures prescribed by the Department of Human Resources CalHR. It is the responsibility of the individual employee to maintain receipts for their actual meal expenses.

F. Transportation: Transportation expenses include, but are not limited to, airplane, train, bus, taxi fares, rental cars, parking, mileage reimbursement, and tolls that are reasonably and necessarily incurred as a result of conducting State business. Each State agency shall determine the necessity for travel, and the mode of travel to be reimbursed. Transportation will be accomplished and reimbursed considering both direct expense as well as the employee's time. Provided the mode of transportation selected does not conflict with the needs of the agency, the officer or employee may use a more expensive form of transportation and be reimbursed at the amount required for a less expensive mode of travel. Both modes of transportation will be shown on the travel claim.

1. Mileage Reimbursement

a. Effective July 1, 2006, wWhen an employee is authorized by

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his/her appointing authority or designee to operate a privately owned vehicle on State business the employee will be allowed to claim and be reimbursed at the Federal Standard Mileage Rate (FSMR). Mileage reimbursement includes all expenses related to the use, and maintenance of the vehicle, including but not limited to gasoline, up-keep, wear and tear, tires, and all insurance including liability, collision and comprehensive coverage; breakdowns, towing and any repairs, and any additional personal expenses that may be incurred by an individual as a result of mechanical breakdown or collision.

b. When an employee is required to report to an alternative work location, the employee may be reimbursed for the number of miles driven in excess of his/her normal commute.

~~2. Specialized Vehicles - Effective July 1, 2006, employees who must operate a motor vehicle on official State business~~

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and who, because of a physical disability, may operate only specially equipped or modified vehicles may claim the FSMR, with certification. Supervisors who approve claims pursuant to this subsection have the responsibility of determining the need for the use of such vehicles.

3.2. Private Aircraft Mileage – When an employee is authorized by his/her department, reimbursement for the use of the employee's privately owned aircraft on State business shall be made at the current FSMR rate of 50 cents per statute mile. Pilot qualifications and insurance requirements will be maintained in accordance with the Department of Human Resources CalHR rule 599.628.4 and the State Office of Risk and Insurance Management.

4.3. Mileage to/from a Common Carrier – When the employee's use of a privately owned vehicle is authorized for travel to or from a common carrier terminal, and the employee's vehicle is not parked at the terminal during the period of absence, the employee may claim double the number of miles between the terminal and the employee's

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headquarters or residence, whichever is less, while the employee occupies the vehicle. Exception to "whichever is less." If the employee begins travel one hour or more before he normally leaves his home, or on a regularly scheduled day off, mileage may be computed from his/her residence.

G. Receipts: Receipts or vouchers shall be submitted for every item of expense of \$25 or more. In addition, receipts are required for every item of transportation and business expense incurred as a result of conducting State business except for actual expenses as follows:

1. Railroad and bus fares of less than \$25 when travel is wholly within the State of California.
2. Street car, ferry fares, bridge and road tolls, local rapid transit system, taxi, shuttle or hotel bus fares, and parking fees of \$10 or less for each continuous period of parking or each separate transportation expense noted in this item.
3. Telephone, telegraph, fax, or other business charges related necessary to State business of \$5 or less.

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- 4. In the absence of a receipt, reimbursement will be limited to the nonreceipted amount above.
- 5. Reimbursement will be claimed only for the actual and necessary expenses noted above. Regardless of the above exceptions, the approving officer may require additional certification and/or explanation in order to determine that an expense was actually and reasonably incurred. In the absence of a satisfactory explanation, the expense shall not be allowed.

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Union Proposal
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Proposal No: 2

The Union proposes the following rollover language:

12.3 Parking Rates

A. For the term of this Contract, the parties agree that the State may increase parking rates in existing owned or wholly leased or administered lots, in urban congested areas, no more than twenty dollars (\$20) per month above the current rate, charged to employees in specific locations where they park. Congested urban areas are areas such as Sacramento, San Francisco Bay, Fresno, Los Angeles, San Bernardino, Riverside, and San Diego areas. Every effort shall be made to provide employees sixty (60) days but no less than thirty (30) days notice of a parking rate increase. The State shall not increase rates for existing owned or administered parking lots where employees do not currently pay parking fees. Rates at new lots owned, wholly leased or administered or leased by the State will be set at a level comparable to rates charged for similar lots in the area of the new lot, e.g., rates for open lots shall be compared to rates for open lots, rates for covered parking shall be compared to rates for covered parking. This Article does not apply to parking spaces leased in parking lots owned or administered by private vendors.

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B. The State shall continue a system for employees where parking fees may be paid with pre-tax dollars.

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Union Proposal

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Proposal No: 2

The Union proposes the following rollover language:

12.4 Commute Program

A. Employees working in areas served by mass transit, including rail, bus, or other commercial transportation licensed for public conveyance shall be eligible for a seventy-five percent (75%) discount on public transit passes sold by State agencies up to a maximum of sixty-five dollars (\$65)-per month. Employees who purchase public transit passes on their own shall be eligible for a seventy-five percent (75%) reimbursement up to a maximum of sixty-five dollars (\$65) per month. This shall not be considered compensation for purpose of retirement contributions. The State may establish and implement procedures and eligibility criteria for the administration of this benefit including required receipts and certification of expenses.

B. Employees riding in vanpools shall be eligible for a seventy-five percent (75%) reimbursement of the monthly fee up to a maximum of sixty-five dollars (\$65) per month. In lieu of the vanpool rider reimbursement, the State shall provide one hundred dollars (\$100)

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per month to each State employee who is the primary vanpool driver, meets the eligibility criteria, and complies with program procedures as developed by the State for primary vanpool drivers. This shall not be considered compensation for purposes of retirement. A vanpool is defined as a group of seven (7) or more people who commute together in a vehicle (State or non-State) specifically designed to carry an appropriate number of passengers. The State may establish and implement procedures and eligibility criteria for the administration of this benefit.

- C. Employees headquartered out of State shall receive reimbursement for qualified public transportation and vanpool expenses for seventy-five percent (75%) of the cost up to a maximum of sixty-five dollars (\$65) per month or in the case of the primary vanpool driver, the one hundred dollars (\$100) per month rate. The appointing power may establish and implement procedures regarding the certification of expenses.

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

12.5 Transportation Incentives

A. The State and Union agree that the State shall encourage employees to use alternate means of transportation to commute to and from work in order to reduce traffic congestion and improve air quality.

B. Notwithstanding any other provision of this Contract, the Union agrees that the State may implement new policies or change existing ones in areas such as transit subsidies, vanpool/carpool incentives, walking/biking incentives, parking, parking fees, hours of work, and other actions to meet the goals of transportation incentives. The State agrees to notice and meet and confer regarding the impact of such new or changed policies.

C. The State shall entertain recommendations from the Union and meet if requested on ways to encourage the use of alternative forms of transportation.

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Union Proposal
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Proposal No: 4

The Union proposes the following language changes:

12.7 State Owned Housing

The State will adopt the standards for habitability consistent with California Civil Code sections 1941 and 1941.1 and the Department of Consumer Affairs' Outline: Landlords' and Tenants' Responsibilities for Habitability and Repairs (Legal Guide LT-8). The appointing authority agrees to inspect the premises prior to employees moving into the premises. For employees currently in residence in state owned housing, the appointing authority will take steps to make necessary repairs and improvements within a reasonable time. The appointing authority reserves the discretion to prioritize the order of repair to its housing.

~~Where SEIU Local 1000 represented employees are currently paying rent and required to live in state-owned housing, the State agrees not to increase rental rates until June 30, 2015. Where any provision below conflicts with this provision, this provision shall supercede and control.~~

A. Housing

Annually, current rental rates for all types of State owned employee housing, including

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trailers and/or trailer pads, may be increased by the State as follows:

1. Where employees are currently paying rent, the State may raise such rates up to twenty-five percent (25%) each year.
2. During the term of this Contract, where no rent is being charged, the State may raise rents up to seventy-five dollars (\$75) per month, or when an employee vacates State owned housing, including trailers and/or trailer pads, the State may raise rents for such housing up to the fair market value.
3. Employee rental of State owned housing shall not ordinarily be a condition of employment. In any instance after July 1, 1989 and annually thereafter, where rental of State housing is made a condition of employment, the State may charge the employee ten percent (10%) less than the regular rate of rent.
4. Employees renting State owned housing occupy them at the discretion of the State employer. If the State decides to vacate a State owned housing unit currently

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occupied by a State employee, it shall give the employee a minimum of thirty (30) days advance notice.

B. Utilities

Annually, current utility charges for all types of State owned employee housing, including trailers and/or trailer pads, may be increased by the State as follows:

1. Where employees are currently paying utility rates to the State, the State may raise such rates up to eight percent (8%) each year.
2. Where no utilities are being charged, the State may impose such charges consistent with its costs.
3. Where utilities are individually metered to State owned housing units, the employee shall assume all responsibility for payment of such utility rates, and any increases imposed by the utility company.

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C. Notwithstanding any of the above, the Department of Fish and Wildlife (DFW) will meet and confer with Union representatives prior to the implementation of rental increases. The department will meet and confer over any amount

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of necessary increases, the implementation dates, and the necessity for the increase.

D. The DFW is committed to improving the quality of State owned housing under its jurisdiction. To that end, the department will seek funding authority for maintenance and improvement of department-owned housing.

This subsection is not subject to the provisions of article 6 of this Contract.

E. Possessory Interest Taxes – Department of Fish and Wildlife (Unit 11)

1. Reimbursement for Possessory Interest Taxes

The DFW will directly pay the possessory interest taxes for Unit 11 employees who occupy department-owned housing for their payment of possessory interest taxes, where assessed. The employee shall follow department procedures and submit any possessory interest tax bills to the department as soon as they are received by the employee.

2. Working Condition Fringe Benefit Exception

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- a) This subsection E (2) shall apply to employees whose residency in State-owned housing satisfies the criteria for the working condition fringe benefit exception found in tax laws.
- b) Possessory interest reimbursement provided by the DFW shall not be reported to the SCO as income subject to taxation and other withholdings when an employee completes required forms and submits them to the DFW by the date management specifies. The DFW shall not be responsible for erroneous reporting of reimbursements as income if the employee fails to utilize the required form and/or procedures developed by the department for this purpose.
- c) The decision about which employees qualify for the working condition fringe benefit exception shall not be subject to the grievance and arbitration provisions of this Contract.

E. Where employees are currently residing in State owned housing OH as a condition of employment, rental rates will not be raised by the appointing authority until it has demonstrated to CalHR that necessary repairs and improvements have been made to satisfy

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the standards for habitability that are consistent with Civil Code section 1941 and 1941.1. On a case-by-case basis, the appointing authority shall determine the new Fair Market Value following the completion of repairs and improvements of each State owned housing property. With CalHR's approval, the appointing authority may raise employee rents up to twenty-five percent (25%) each year for such housing until the Fair Market Value has been realized.

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Pam Manilla
Maryann Monahan
Stephanie Pelt
Therrie
Cristina
S. Sahl
Tina Carlette
Pat Wilson
Natasha
S. Sahl
S. Sahl
S. Sahl



Union Proposal

Master Table

Date 6-16-16

Proposal No: 2

4:43 am 6/16/16
SEIU 1000 TA

The Union proposes the following:

**12.8 Overtime Meal Benefits and Allowances - CDCR
(Excludes Units 17 and 21)**

Brenda M...
Bruce Sheef
Sophia...
Brad...
Robert...
K...
K...

Brooke...
Margaret...

TA 6/16/16
4:43 am

A. Overtime meal allowances will be granted when an employee is required to work at least two (2) hours contiguous to his/her regular work shift of at least eight (8) hours. An employee who works an alternate work schedule with a shift in excess of eight (8) hours shall only be eligible for an overtime meal allowance when required to work two (2) hours contiguous to such a work shift. If the employee is required to work for more extended periods of time, he/she may be allowed an additional meal allowance for each additional six (6) hour period of assigned work. No more than three (3) overtime meal allowances will be claimed during any twenty-four (24) hour period. If the cafeteria is closed then reimbursements shall be made pursuant to D (2) below.

Pam...
J...
J...

K...
K...

J...
J...

Pat Wilson

J...

B. Employees who meet the above criteria shall be provided an overtime meal ticket (local form) on the day it is earned. The date and time of issue will be recorded on the ticket.

Margie Schultzy

Stacy...
Tiffany...
Tiffany...
Tiffany...

Mary...
G...
K...

SEIU 1000 TA

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C. Employees who are on travel status, and are being reimbursed under the business and travel portion of this Contract, will not receive a meal at State expense nor be reimbursed for an overtime meal under the provisions of this section.

D. The value of the meal ticket at the institution snack bar or employee dining room shall be established by management. The value will be sufficient to purchase a complete hot meal. If used to purchase a meal, the meal will constitute full and complete reimbursement. The employee may use the meal ticket as provided in 1 and 2 below:

1. If the employee chooses to use the assigned meal ticket at the employees' snack bar or dining room, the employee must use it within a ninety (90) day period of the time recorded on the meal ticket. If used to purchase a meal, the meal itself will constitute full and complete reimbursement. If the employee does not purchase a meal, he/she may follow the procedure as outlined in 2 below;

2. Employees requesting reimbursement under this option will receive sixeight dollars (\$68), regardless of the value assigned to the meal ticket by local management;

TA 6/16/16
4:43am
Tom Manville
S/182
S/Bush

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S.S. L
Tiffany
Maurice
Kha
Pat Wilson
Marilyn Schmitz
Steve

3. Employees in assignments which do not allow the State to provide a meal ticket shall be provided alternative methods, determined by the State, to receive the sixeight dollars (\$68) reimbursement for overtime meal allowances earned.

E. Meal tickets held prior to the signing of this Contract shall be cashed out in accordance with this article if there is no on-site employee facility which serves hot meals.

Brendy Mob
Bruce Thiel
Sophie Kato
Brad Willis
Robert Fegan
Koradner

Maryjane

TA 6/10/16
4:43am
Tom Manwiler
E/Bao

Nathan All
~~John~~
King

Spru

Chapman
Pat Wilson

SSA
Marlene Schultz
Stuyvesant
Tiffany Navarrette
Maryjane
Joseph



Union Proposal
Bargaining Unit 14

Date _____

Proposal No: 1

The Union proposes the following rollover language:

12.9.14 Overtime Meal Allowance (Unit 14)

A. ~~Up to e~~Eight dollars (\$8) may be reimbursed for an overtime meal. An overtime meal allowance of ~~up to~~ eight dollars (\$8) will only be provided when an employee is required to work two (2) hours contiguous to his/her regular work shift of at least eight (8) hours. An employee who works an alternate work schedule with a shift in excess of eight (8) hours shall only be eligible for an overtime meal allowance of ~~up to~~ eight dollars (\$8) when required to work two (2) hours contiguous to such a work shift.

SEIU 1000 TA

Robert Vega

B. No overtime meal allowances will be paid to employees who are working overtime on a regular day off or holiday unless they work two (2) or more hours in excess of the number of hours worked on their regularly scheduled workdays.

State 10:09pm
SSabul TA
6/16/16



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

**12.10 Damaged or Destroyed Personal Property
(Excludes Unit 17)**

In accordance with established procedures, when requested by an employee, a department may pay the cost of replacing or repairing eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried when damaged in the line of duty without fault of the employee. If the eyeglasses, hearing aids, dentures, watches, or clothes are damaged beyond repair, the department may pay the actual value of such eyeglasses, hearing aids, dentures, watches, or clothing. The value of such eyeglasses, hearing aids, dentures, watches, or clothing shall be determined as of the time of the damage hereto.

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6/2/2016
[Signatures: Robert M. [unclear], Bruce [unclear], [unclear], Brad [unclear], Robert Vega, Marc [unclear], [unclear], [unclear], [unclear], Brooke Plesman, [unclear]]

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6-2-16
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Union Proposal
Master Table

Date _____

Proposal No: 2

The Union proposes the following language:

12.11 Uniform Replacement Allowance (Excludes Units 15 and 20)

A. When the State requires a uniform to be worn as a condition of employment and does not provide such a uniform, the State shall authorize a uniform replacement allowance based on actual costs substantiated with a receipt for an amount not to exceed four hundred fifty dollars (\$450) per year. Claims for such reimbursement shall be paid in full to the employee within ninety (90) days of the submission of the receipt.

1. Uniform means outer garments, including footwear, which are required to be worn exclusively while carrying out the duties and responsibilities of the position and which are different from the design or fashion of the general population. This definition includes items that serve to identify the person, agency, function performed, rank, or time in service.

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Bruce Thiel
Scott Miller
Brenda Willer
Robert Fagan
Maria Feltus
J. Cant
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Bridgette P...
Margaret

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Pat Wilson
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2. In those cases where the State provides the uniform to be worn, the uniform items provided pursuant to this section are State owned or leased property which will be maintained as the State deems necessary. Employees issued State provided uniform items shall be responsible for loss of or damage to the uniform items other than that incurred as the result of normal wear or through no fault of the employee.

3. In those cases where the State does not provide the uniform to be worn, employees shall be responsible for the purchase of the required uniform as a condition of employment. After an employee has the equivalent of one full year in a permanent position, which requires a uniform, he/she must submit a request in accordance with existing departmental practice in order to receive a uniform replacement allowance.

4. Employees shall wear their required uniforms only in an official capacity except that employees may wear such uniforms on the grounds of their facility and to and from their work location including associated incidental travel.

5. The Uniform Replacement Allowance shall not be considered compensation for retirement purposes.

Paul J. Moran
Bruce Theif
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Bruce Miller
Robert Vega
Man. S. Patten
Stewart
Myel Cole
Bridgette P. Camp
Marguerite

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Stewart
Travarette
Ed Smart
Man

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6-23-16

B. Single Source Vendor

1. During the life of this Contract, departments may establish a single source vendor system to replace the current uniform replacement allowance program. If a single source vendor system is established, employees shall use the system to obtain department authorized uniform replacement items. Departments that participate in a single source vendor system may establish an anniversary date for the uniform replacement credit with the vendor. Employees will receive their credit on that date based on the number of qualifying pay periods in the uniformed classification and in accordance with existing State laws, rules, and regulations.

2. Employees newly appointed (new hire to State service, promotion, transfer, or demotion from a non-uniformed classification) shall be required to purchase the uniform as a condition of employment and such purchase shall be through the single source vendor. Such employees will be eligible for a prorated uniform replacement credit on the established anniversary date, and a uniform replacement credit on each subsequent anniversary date.

Brendy Mob
Bruce Chief
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Brend Allen
Robert Paga
Mark Skitt
Kewant
Myndee
Brooke Pungo
Margaretas

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Karyn
Pat Wilson
Marlene Schutzy
Sheryl Mwan
T. Mavarette
Helen
Gillyman



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

12.13 Tools, Business Equipment, Materials and Supplies (Excludes Units 17 and 21)

- A. The State shall determine what special items of tools, equipment, materials, and supplies are necessary for employees to perform their jobs. Such items shall, within budgetary constraints, be made available by the State.

- B. Employees issued State provided items shall be held responsible for loss of and/or damage due to negligence.

TA SEIU 1000

Brenda f Molt, Unit 1
 Bruce Jheel, Unit 3
 Sophia Peckin BU 4
 Brad Willes BU 11
 Robert Vega BU 14
~~Mary~~ BU 15
 Ronna Jones BU 20
 Brooke Piempa, Staff
 Mary Needs

TA 2nd P
 6-2-16
 Pam Manville

Pat Wilson
 Kelly Adams
 S. Mirand

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 G. G. Estuary
 Glenn 6-2-2016

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 Marlene Schultz
 KVA Iron
 SSA
 KHaynie
 Spot
 Invarante
 SPJ



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

12.14 Professional Dues (Excludes Units 17 and 21)

In recognition of the professional nature of employees, each department, commission, board, or agency may reimburse an employee for up to \$50 per year for membership dues in job related professional societies or associations of the employee's choice, or for a job related professional license fee. Both parties agree and understand that a different amount of reimbursement, if any, may be provided to employees in the same or similar situation.

TA SEIU 1000

Brenda J. Math, Unit 1
Bruce Thiel, Unit 3
Sophie Peckin BU 4
Brad Williams BU 11
Robert Vega BU 14
Mary ~~Fuller~~ DU 15
Rama ~~Fuller~~ BU
Brook ~~Fuller~~, staff
Mary ~~Fuller~~

TA 2³⁰ P
6-2-16
Dan Manweiler
Pat Wilson

Polly Adams
S. Minis
G. J.
S. Minis 6-2-2016
H. H.
Marilyn Schuttz
K. V. S. on
S. S.
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M. S.
M. S.



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

12.28 Pre-Tax Commuting Expense

The State will evaluate the feasibility of implementing a pre-tax commuting expense program in accordance with Internal Revenue Code Section 132(f).

TA SEIU 1000

- Brenda M. Moly Unit 1
- Bruce Theel, Unit 3
- Sophia Perche BU4
- Brenda Wilcox BU 11
- Robert Vega BU 14
- Ma ~~Stall~~ BU 15
- Kimberly Cavard BU 17
- Romana ~~...~~ BU 20
- Myra ~~...~~ BU 22
- Brooke Pompei, Staff
- Margaret ~~...~~

- TA 2³⁰-P
- 6-2-16
- Pam ~~...~~
- Pat Wilson
- Patty Ahmad
- S. Miran
- G. ~~...~~
- S. ~~...~~ 2-2016
- H. ~~...~~
- Madlene Schuttz ~~...~~
- K. ~~...~~
- S. ~~...~~
- W. ~~...~~
- S. ~~...~~
- S. ~~...~~
- S. ~~...~~



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

13.1 Performance and Evaluation Materials

There will be only one official personnel file and normally one supervisory work file regarding each employee and these files will be maintained as follows:

TA SEIU 1000

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- A. An employee's official departmental personnel file shall be maintained at a location identified by each department head or designee. Upon request, the State shall identify any supervisory files kept on the employee and shall identify the location of each file. Official personnel files shall contain an inspection log where any person reviewing the file shall sign and date the log unless excluded by law.

- B. Information in an employee's official departmental personnel file and supervisory work file shall be confidential and available for inspection only to the employee's department head or designee in conjunction with the proper administration of the department's affairs and the supervision of

[Handwritten notes and signatures at the bottom right: TA 6-2-16 2:30 PM, Pam Manville, and several other signatures]

the employee; except, however, that information in an employee's official departmental personnel file and supervisory work file may be released pursuant to court order or subpoena. An affected employee will be notified of the existence of such a court order or subpoena. No rank and file shift lead shall be authorized access to an employee(s) files, except with prior written approval of the employee.

- C. Evaluation material or material relating to an employee's conduct, attitude, or service shall not be included in his/her official personnel file without being signed and dated by the author of such material. Before the material is placed in the employee's file, the department head or designee, shall provide the affected employee an opportunity to review the material, and sign and date it. An employee signature shall not necessarily constitute agreement to the evaluation. A copy of the evaluation material relating to an employee's conduct shall be given to the employee.

- D. An employee or his/her authorized representative may review his/her official personnel file during regular office hours. Where the official personnel file is in a location remote from the employee's work location, arrangements shall be made to accommodate the employee or his/her authorized

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apply to formal adverse actions except as defined in applicable Government Code sections. By mutual agreement between a department head or designee and an employee, adverse action material may be removed. When an employee receives written documentation of a negative nature, the supervisor shall note in writing on the documentation the time frame it will remain in the file.

H. Supervisors may keep working supervisory files on the performance and conduct of employees to provide documentation for matters such as, but not limited to, probation reports, performance appraisals, training needs, MSA reviews, bonus programs, adverse actions, employee development appraisals, or examination evaluations. An employee and/or his/her authorized representative may, upon request, review the contents of his/her file with his/her supervisor. Upon request, the employee shall be allowed a copy of the material in his/her supervisory file.

TA SEIU 1000

Brendy Mont
Bruce Sheel
Sol R. Bell

Brian W. O'Brien
Robert Vega
Mar Zeltz
K. Cant

Ronald J. ...
Majul ... bu 21
Brother ...
Maurice

TA 6-2-16
Pam Manwiller

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William



Union Proposal

Master Table

Date 6-2-16

Proposal No: 1

TA @ 4:50pm w/proxy

The Union proposes the following rollover language:

13.2 Personal Performance Session (Excludes Unit 17)

Meetings between employees and management concerning unsatisfactory work performance or work-related problems should, whenever practicable, be held in private or in a location sufficiently removed from the hearing and visual range of other persons. The Union recognizes that the circumstances of the situation may require an immediate response from management, and thereby preclude privacy. However, if an immediate response is not necessary, arrangements will be made for a private meeting.

Wendy MA
Bruce Sheel
Josh Bern
Bradell
Robert Vega
Mar [unclear]
Diana [unclear]
Myndi Cole
Brook Peewer
Margaret

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Marilyn Schultz
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Tiffany Navarrete
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Jimmy
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S. Navarrete



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

13.3 Joint Apprenticeship Committee (Excludes Units 17 and 21)

A. It is the policy of the State employer and Union to support the establishment of apprenticeship programs in bargaining units where such programs are deemed appropriate. The Union and the State agree that such apprenticeship programs shall be administered in accordance with the Shelley -Maloney Apprentice Labor Standards Act of 1939 (Labor Code section 3070, et seq.) and pursuant to the following provisions:

1. The classification of positions and the selection process shall be governed by the SPB. The State retains the right to hire.

2. A Joint Apprenticeship Committee shall evaluate and discipline any employee participating in an apprenticeship program under the scope of civil service rules and regulations.

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3. Apprenticeship programs shall operate under the Joint Apprenticeship Committee concept, i.e., each committee shall contain an equal number of representatives selected by the Union and by the State in addition to an Apprenticeship Consultant of the DIR, Division of Apprenticeship Standards.
4. Each Joint Apprenticeship Committee shall determine the training program for the classes included for their program.
5. Union representatives who have been selected as Joint Apprenticeship Committee members shall serve with no loss of compensation during committee meetings.

B. The State agrees to continue existing apprenticeship programs.

C. The Union and the State agree to jointly explore areas of possible expansion of the existing and the creation of additional apprenticeship programs for bargaining unit occupations. The Union and the State agree to meet and confer on this matter at the

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request of either party. Any new Joint Apprenticeship Committees shall function in accordance with this section.

- D. To enhance the understanding of formal, on-the-job apprenticeship training the State and Union shall request an Apprenticeship Standards Consultant from the DIR, Division of Apprenticeship Standards, to attend any exploratory meeting.

TA SEIU 1000

Brendt Mott
Bruce Sheef
John
Brad Wells
Robert Kaga
Margaret
Ronald
Brooke Piempe
Mary Mack

2:30

TA 6-2-16
Pam Manville

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Nathaniel
Andrew
S/O
Gina



Union Proposal
Bargaining Unit 14

U / 12.56
5.3.16

Date _____

Proposal No: 1

The Union proposes the following language:

~~13.5.14 Apprenticeship Program – Bargaining
Unit 14 Printing and Allied Trades/Joint
Apprenticeship Committee (Unit 14)~~

~~A. The State and the Union support the establishment and operation of apprenticeship programs, administered and formed pursuant to the Shelley Maloney Apprentice Labor Standards Act of 1939, where deemed appropriate within Bargaining Unit 14.~~

~~B. The Union shall be responsible for identifying school(s) certified in training printing trades that will agree to be utilized for the apprenticeship program. The school shall have expertise in the common printing processes and equipment used in the prepress, press and bindery operations. Once the Union has found school(s) willing to participate, the Joint Apprenticeship Committee (JAC) shall meet to explore the feasibility of using the school and the State's interest in creating an apprenticeship program for the printing trades.~~

~~C. The JAC shall contain an equal number of representatives. The size of the JAC shall~~

UNION

5/10/16 2:14pm

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Staff
Robert Vega
Diana Aron

TA
5-10-16
2:14 P.M.

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Patty
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S.S.

~~be ten (10) members, five (5) selected by the Union and five (5) State representatives in addition to an Apprenticeship Consultant representing the Division of Apprenticeship Standards, state Department of Industrial Relations.~~

~~D. The JAC may develop an apprenticeship program for any printing classifications. The classification of positions and the selection process shall be governed and administered in accordance with State Personnel Board (SPB) and Department of Human Resources (CalHR) rules and regulations and the Shelley Maloney Apprentice Labor Standards Act of 1939.~~

~~E. Union representatives who have been selected as JAC members shall serve with no loss of compensation when officially participating in JAC meetings or other assigned JAC activities.~~

~~F. The JAC shall evaluate and discipline any employee participating in an apprenticeship program under the scope of the civil service rules and regulations.~~

~~G. The JAC shall determine the training program for the classes used in the program.~~

UNION, 5/10/16

2:14 pm

Staff

Robert Vega
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Page 2 of 3

State
Stephanie S. Sch
Patty Adams

~~H. The State reserves all rights to have the final decision on the use of Apprenticeships in the State programs where Unit 14 employees are utilized.~~

~~I. The first JAC meeting shall be held within thirty (30) calendar days after the Union locates a school that will agree to be utilized for the apprenticeship program.~~

13.5 INTENTIONALLY EXCLUDED

UNION
Mary staff
Robert Vega chair BU14
Dominick

State
Stephen
Lee
Patty
Smart
S. S. S.



Union Proposal

Master Table

Date 6-2-16

10:41am

Proposal No: 1

The Union proposes the following rollover language:

**13.6 Performance Appraisal of Permanent Employees
(Excludes Units 3, 17 and 21)**

A. The performance appraisal system of each department may include annual written performance appraisals for permanent employees. Such performance appraisals may be completed at least once each twelve (12) calendar months after an employee completes the probationary period for the class in which he/she is serving. In the absence of any current annual performance appraisal, or performance evaluation material to the contrary, the employee's performance shall be deemed satisfactory.

B. An employee may grieve the content of his/her performance appraisal through the department level of the grievance procedure when he/she receives a substandard rating in either a majority of the performance factors or an overall substandard rating.

TA SEIU1000
4:50pm
6/2/16

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John
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Rob Vega
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Serena
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S. S. Wilson
S. S. Wilson
Marlene Schmitt
Tiffany
Khaynie
G. K.
S. K.



Union Proposal
Bargaining Unit 14
Date 6.3.16

@1051am

Proposal No: 1

The Union proposes the following rollover language:

13.8.14 Print 2 (Unit 14)

The OSP "Print 2" shall not be used to document performance problems or form the basis of discipline for any Unit 14 employee.

SEIU 1000 TA

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Robert Vega
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Cecilia E. Greenwald
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Stephanie [Signature]



Union Proposal
Bargaining Unit 14
Date 6-3-16

@ 10:51am

Proposal No: 1

The Union proposes the following rollover language:

13.9.14 Letters of Instruction (LOI)/Work Improvement Discussion (WID) (Unit 14)

A. LOI/WID (as well as counseling memos, informal letters of reprimand, letters of warning, etc.) shall contain a specified expiration date, not to exceed one year if there has been no recurring behavior, upon which the employee may request the removal of same. Upon request to the Appointing Authority or his/her designee, they shall be removed and destroyed, unless the employee requests the documents be returned to them for their own disposal.

B. LOI/WID shall be issued in a timely fashion, generally within thirty (30) days from when the incident occurred or from date the investigation is completed.

C. In cases where departmental staff are investigating an employee in a situation which adverse action potentially may follow, and the decision is made to give the employee an LOI/WID, the LOI/WID shall be issued in a timely

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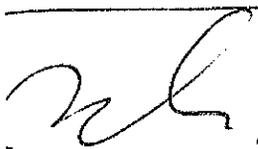
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Robert Fagan
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STATE TA 6/3/16 2:13pm
P. J. Amat
Cecilia E. Greenwald
Stephanie [unclear]

fashion, generally within thirty (30) days from the decision to give the employee an LOI/WID.

D. This provision shall not be circumvented by calling the document by another title such as: Letter of Informal Discussion, Employee Counseling Record, or Letters of Contact. These types of "minor" corrective memos are to be placed in the employee's supervisory file, but not in the official personnel file.

SEIU 1000 TA

 staff
Robert Regan
Dunnekin

E. The employee shall have the right to submit a rebuttal to any LOI/WID, or any such comment referred to in subsection D above. The rebuttal shall be submitted no later than thirty (30) days after issuance of the LOI/WID to the employee, unless mutually agreed by the Appointing Authority's authorized representative and the employee or his/her representative. The rebuttal shall be attached to the applicable LOI/WID.

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ps
Anne Aupf
S. Sub
Cecilia E. Greenwald

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Union Proposal
Bargaining Unit 14
Date 6-3-16

@ 1051am

Proposal No: 1

The Union proposes the following rollover language:

13.11.14 Upward Mobility and Training (Unit 14)

A. The State agrees to reimburse Unit 14 employees for expenses incurred as a result of satisfactorily completing training or education courses required by the department to assure adequate performance or increase job proficiency. Such reimbursement shall be limited to:

1. Tuition and/or registration fees;
2. Cost of course-required books;
3. Transportation or mileage expenses;
4. Toll and parking fees;
5. Lodging and subsistence expenses.

B. Reimbursement for the above expenses shall be in accordance with the Business and Travel Expense provision of this Contract. When training

SEIU 1000 TA

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Robert Vega
Dennis Klein

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Pure Supply TA 6/3/16 2:13pm
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Stephanie
Clara E. Greenwald

occurs during normal working hours, the employee shall receive his/her regular salary. When required training occurs outside of normal working hours, Unit 14 employees shall be reimbursed in cash or CTO, in accordance with their workweek group, or the work hours shall be adjusted on an hour-by-hour basis for the hours of classroom instruction.

C. If the State agrees with a Unit 14 employee's participation in non-required career-related training, the State may reimburse the employee for up to fifty percent (50%) of tuition, fees, and course-required books, not to exceed department limits after the employee has satisfactorily completed the course. Travel, per diem, and miscellaneous expenses are not reimbursable. Normally, attendance will be on the employee's own time.

D. An employee may receive reimbursement only if application is made prior to enrollment in non-required career-related training.

E. With prior authorization by a department head or designee, the State may reimburse Unit 14 employees up to one hundred percent (100%) of the cost for course-required books, tuition, and/or provide an amount of time off without loss of compensation for attendance at upward mobility and career-related training. Release time without loss of compensation may be for up to one hundred percent (100%) of the time required for

SEIU 1000 TA

staff
Robert Legg
Dumuthion

STATE
Pamela A. Sullivan TA 6/3/16 2:30pm
SSA

ps
Gail S. Commonwealth

course attendance. Both parties agree and understand that a different amount of reimbursement and release time may be provided to employees with the same or similar situations.

F: An employee who does not satisfactorily complete a non-required career-related training course shall not be eligible for reimbursement of expenses and shall agree to return any advance payment received. The employee or his/her estate shall receive reimbursement for authorized expenses if the training is terminated prior to completion either:

1. At the convenience of the State, provided that the training facility reports satisfactory performance by the employee during the training; or
2. Because of death, prolonged illness, disability, or other eventuality beyond the control of the employee.

G. To ensure equitable treatment among employees, each department shall make available to interested employees its training policy. Unit 14 employees may make application for scheduled training courses. Each department shall give consideration to all requests for training.

SEIU 1000 TA

W, staff

Robert Vega

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TA 4/3/16 2:30pm

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Rene Asphy

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yes

Cecilia E. Greenwald

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H. To the extent practicable and within available training resources, the department shall arrange for such counseling, education, and training of employees as may be reasonably needed to prepare them for placement in other State civil service positions when their positions have been and are about to be changed substantially or eliminated by automation, technological changes, or other management initiated changes.

SEIU 1006 TA

W.R., staff
Robert Pega
Dannuthion

I. The parties agree that training on rape prevention, sexual harassment awareness, managing assaultive behavior, and stress management are appropriate subjects for high priority consideration by Joint Union/Management Health and Safety Committees.

J. Each department shall develop and maintain a written upward mobility plan as specified in the State Personnel Board's guidelines for Administering Departmental Upward Mobility Employment Programs (Guidelines) revised March 2000. Government Code section 19401 requires each State department to have an effective upward mobility program. As used in this section, upward mobility is the planned development and advancement of employees in low-paying occupations to entry level technical, professional, and administrative positions in State departments. Upon Union request, each department shall provide the

STATE
Russ Auffy TA 6/3/16 2:13 pm
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Page 4 of 5 *yes*
Clara E. Greenwald

Union with a copy of its upward mobility plan. If the department makes revisions to the plan, the State shall provide the Union with a copy. Upon employee request, each department agrees to make available its plan and/or information regarding upward mobility training for its Unit 14 employees. Each department shall appoint an upward mobility program coordinator to coordinate, monitor and report the department's upward mobility program efforts.

SEIU 1000 TA

WJ, staff

Robert Faga

Amant Keen

- K. Requests for training will not be unreasonably denied.
- L. Travel advances, if requested, shall be provided in accordance with the Allowances and Reimbursement Article of this contract.
- M. The State shall provide to all employees, two days per fiscal year (without loss of compensation) for activities such as, professional association activities, professional and/or personal development seminars etc., to promote professional and/or personal growth and to enhance professional and/ or personal goals. These activities are at employees' expense and therefore the choice of activity is at the employee's discretion. This time shall be requested and approved in the same manner as vacation/annual leave. Such time shall not be accumulated.

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TA 6/3/16 2:30pm

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Cecilia S. Greenwald



Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:51am

Proposal No: 1

The Union proposes the following rollover language:

13.12.14 Posting of Vacancies and Job Openings (Unit 14)

SEIU 1000 TA

W.S., Staff

*Robert Vega
Dennis*

When the State decides to fill any Unit 14 vacancy or job opening, it shall be posted on every departmental job opportunity bulletin board and distributed to the worksite, where Unit 14 employees are utilized. Before filling a vacancy, the department will endeavor to post job openings at least fourteen (14), but not less than ten (10) calendar days prior to the final filling date.

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Cecilia E. Greenwald*

Stephanie Post

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Union Proposal

Master Table

Date 4-27-16

Proposal No: 1

The Union proposes the following language:

LOCAL 1000 TA

X.X.X Individual Development Plan

- A. The purpose of the Individual Development Plan (IDP) is to establish personal objectives and develop a plan for achieving professional growth, career mobility and/or future career changes.
- B. Departments shall notify each eligible employee of the opportunity to submit an IDP at least annually for full-time employees and for PI employees who work seven hundred fifty (750) hours or more annually. An employee is not required to participate in the IDP process. If an employee elects not to participate, this decision will not be held against him/her.
- C. The IDP process shall not be part of the performance appraisal or disciplinary process. An IDP may be created by an employee without triggering a performance evaluation appraisal. If all or part of the IDP is disapproved, the employee shall be notified in writing and a copy shall be provided to the Union.

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SPB for the non-hearing calendar.

D. If the parties do not reach an agreement the classification proposal may be submitted to the SPB.

E. In the event the SPB renders a decision that was not mutually agreed to by the parties, the Union and the State shall meet and confer over the impact, including compensation, of the Board's decision. No classification shall be established without a salary structure.

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

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14.2 Out-of-Classification Grievances and Position Allocation Hearing Process

A. Definitions

1. An employee is working "out-of-class" when he/she spends a majority (i.e., more than fifty percent [50%]) of his/her time over the course of at least two (2) consecutive work weeks performing duties and responsibilities associated with a higher level existing classification that do not overlap with the classification in which said employee holds an appointment.

TA 4:50-P
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Duties that are appropriately assigned to incumbents in the employee's current classification are not out of class.

JOHNY MANUETA

Duties appropriately assigned are based on the definition and typical tasks enumerated in the California SPB specification.

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Training and Development assignments are not out-of-class work.

2. For purposes of this section, a classification is at a "higher level" if the maximum salary of the highest salary range (excluding alternate range criteria other than deep class criteria) is any amount more than the maximum salary of the highest range of the class in which the employee holds an appointment.

3. When an employee is performing the duties of a vacant position properly assigned to a higher class or the duties of an absent employee whose position is properly assigned to a higher classification, the employee shall be considered to be working out-of-class.

B. Authorization and Rate of Pay

1. Notwithstanding Government Code sections 905.2, 19818.8, and 19818.16, an employee may be temporarily required to perform out-of-class work by his/her department for up to one hundred twenty (120) calendar days in any twelve (12) consecutive calendar months when it determines that such an assignment:

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decision rendered by the person designated by the department head at the department level of appeal, he/she may appeal the decision in writing within twenty-one (21) calendar days after receipt to the Director of the CalHR.

TA SEIU 1000
9:50pm
6/2/14

6. The Director of the CalHR or designee shall respond to the grievance in writing within sixty (60) calendar days after receipt of the appealed grievance.

7. If the grievance is not resolved by the CalHR, the Union shall have the right to submit the grievance to arbitration in accordance with Article 6, section 6.11.

8. Article 6, section 6.11 (Arbitration Level) shall apply to out-of-class and misallocation grievances except as otherwise provided in this section.

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E. The arbitrator's decision regarding out-of-class and misallocation grievances shall be final and binding on the parties. Said awards shall not be subject to challenge or review in any forum, administrative or judicial, except as provided in Code of Civil Procedure section 1286.2 et seq.

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6-2-14

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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

14.3 Classification/Pay Data

Upon request, the State shall, on an annual basis, provide the Union with a list of classifications and salaries for bargaining unit rank-and-file employees.

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Robert Vega
Max Stutte
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Ronald Jones
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Brooke Perra
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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

14.4 Duty Statements, Post Orders, and Work Instructions (Excludes Units 17, and 21)

A. An employee shall be provided with a current duty statement for his/her position within fifteen (15) calendar days of his/her request. Duty statements must comply with the State Personnel Board job classification specifications.

B. Post orders in CDCR-Adult, and work instructions in CDCR-DJJ will be provided where applicable.

C. Duty statements, post orders, and work instructions shall be determined by the appointing power or designee and will be consistent with an employee's classification. At the time of an employee's annual appraisal, his/her duty statement shall be reviewed, and if necessary, updated to reflect his/ her current duties.

D. Upon request, a Union representative for the affected bargaining unit will be provided access to existing duty statements, post

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Pat Wilson
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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

14.5 Automation and New Technology

The State shall endeavor to notify the Union one hundred eighty (180) days, but no less than sixty (60) days, prior to implementation of automation or technological changes that will result in a significant impact on bargaining unit employees. Upon request of the Union within thirty (30) days of such notification, the State shall negotiate with the Union on the impact of such changes.

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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

14.6 Job Announcements

When a department posts a job announcement for which two (2) classifications may be considered, it shall provide the duty statement for each classification upon request to each candidate for the position.

SEIU 1000

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Robert Vega
Alan Sklar
Cory
Ronda
Jewel Corbin
Doree Perry
Mary Ann

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TA 6-2-16
Tom Manwiler
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Union Proposal
Bargaining Unit 14
Date 6.3.16

@10:51am

Proposal No: 1

The Union proposes the following rollover language:

14.7.14 Assignment of Duties Normally Performed by Bargaining Unit Employees (Unit 14)

SEIU 1000 TA

W. staff
M. [unclear]
Robert Vega

The State shall notify the Union at least thirty (30) calendar days in advance of the effective date, before assigning duties normally performed by employees in the bargaining units covered by this Contract to any employee, group, individual, organization or business enterprise, if such assignment(s) may result in the displacement of employees in bargaining units covered by this Contract.

STATE
June Aruff
W. Smart
Cecilia E. Greenwood
Stephanie [unclear]
TA 6/3/16 2:13pm
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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

14.8 Contracting Out

A. Purpose

The purpose of this section is to guarantee that the State does not incur unnecessary, additional costs by contracting out work appropriately performed at less expense to the State by bargaining unit employees, consistent with the terms of this section. In achieving this purpose the parties do not intend this section to expand the State's ability to contract out for personal services. The parties agree that this section shall not be interpreted or applied in a manner which results in a disruption of services provided by State departments.

B. Policy Regarding Personal Services Contracts and Cost Savings

Except in extremely unusual or urgent, time-limited circumstances, or under other circumstances where contracting out is recognized or required by law, Federal mandate, or court decisions/orders, the State must make every effort to hire, utilize and retain bargaining unit employees before resorting to

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the use of private contractors. Contracting may also occur for reasons other than cost savings as recognized or required by law, Federal mandate, or court decisions/orders.

C. Information Regarding Contracts To Be Let

1. Departments will provide the Union's designated representative with copies of Requests for Proposals (RFPs) and Invitations for Bid (IFBs) for personal services contracts when released for publication if they call for services found in bargaining unit class specifications.
2. To the extent that a department is preparing to enter into a contract (or amend a contract) and it does not require an RFP or IFB, the department shall provide the Union's designated representative with a copy of the Standard Form 215 (or its departmental equivalent) if and when the Form 215 is completed, but no less than five (5) business days thereafter, provided the contract is/will be for services found in bargaining unit class specifications. If the Form 215 contains confidential or proprietary information, it shall be redacted as discussed below in subsection D (1).

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3. The purpose of this subsection C is to provide the Union with notice and an opportunity to present alternatives which mitigate or avoid the need for contracting out, while still satisfying the needs of the State to provide services. Directors (or their designee) shall therefore meet with the Union for this purpose, if requested by the Union.

D. Review of Personal Services Contracts In Existence

1. Upon request of the Union each department shall submit copies of any or all personal services contracts that call for services found in bargaining unit class specifications. For each contract, departments shall provide additional documents establishing the number, scope, duration, justification, total costs of all such contracts, and payment of all overhead and administrative costs paid through each contract, provided it does not disclose confidential or proprietary information, in which case it shall be redacted as discussed below. The requested contract and related information shall be provided as soon as reasonably possible. The parties expect that this shall be provided no more than twenty-one (21) calendar days following the request by the Union, or longer if approved by the Union and the department. This shall include contracts that may otherwise be protected from public disclosure,

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will consider which contracts should and can be terminated immediately, which contracts will take additional time to terminate, which contracts may continue (for how long and under what conditions) and how (if necessary and cost effective) to transition contract employees or positions into civil service. All determinations shall be through express mutual agreement of the Union and department.

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3. The Union and the department will continue to meet as necessary to examine personal services contracts which have been let.

4. If savings are generated by the termination of personal services contracts under this provision, it is the intent of the State to implement agreements of the Union and the department for utilization of said savings. Such agreements may include:

a. Contributing toward position reductions which would otherwise be accomplished by the layoff, salary reduction or displacement of bargaining unit employees;

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P. Wilson

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- b. Enabling the employment of bargaining unit employees for services currently performed by contractors;
- c. Enabling of the conversion to bargaining unit civil service employment of qualified contract employees who wish to become State employees, as otherwise permitted by law, regulations, provisions of the contracts and resolutions by the SPB;
- d. Providing timely, adequate and necessary recruitment efforts. These efforts may include focused recruitment, publicizing in professional journals, use of the media, job fairs, expedited hiring, expedited background checks, spot testing authorized by the SPB, State employee registries, and recruitment and retention incentives;
- e. Such other purposes as may be mutually agreed upon.

E. Displacement Avoidance

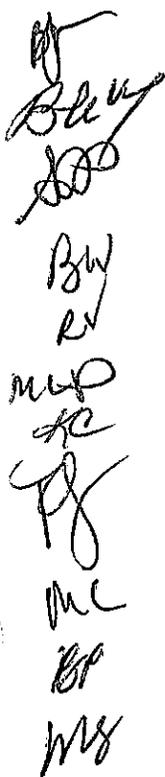
- 1. The objective of this subsection is to ensure that bargaining unit employees have preference over contract employees consistent with, but not limited to the

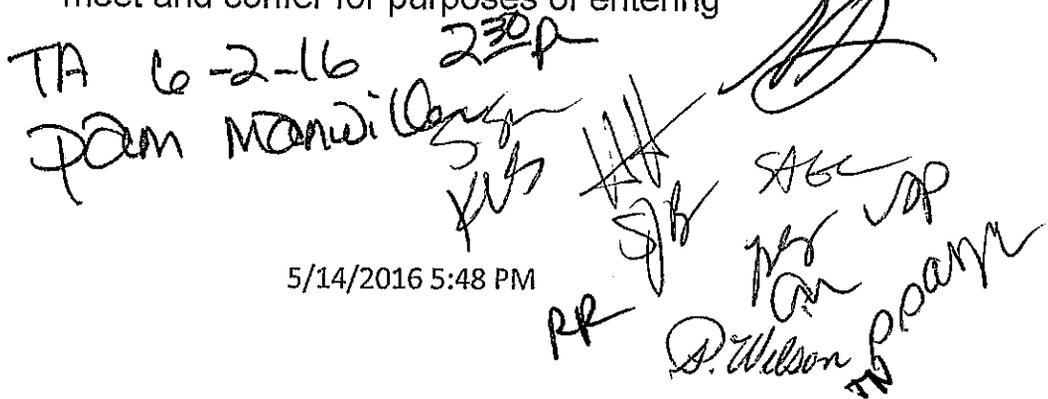
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following principles:

- a. The duties at issue are consistent with the bargaining unit employee's classification;
- b. The bargaining unit employee is qualified to perform the job; and,
- c. There is no disruption in services.

2. To avoid or mitigate bargaining unit employee displacement for lack of work, the appointing power shall review all existing personal services contracts to determine if work consistent with the affected employee's classification is being performed by a contractor. Displacement includes layoff, involuntary demotion, involuntary transfer to a new class, involuntary transfer to a new location requiring a change of residence, and time base reductions. If the Union and the department that review personal services contracts determine that the terms and purpose of the contract permit the State to assign the work to a bargaining unit employee who would otherwise be displaced, this shall be implemented consistent with the other terms of this section. The State and the Union shall meet and confer for purposes of entering


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into an agreement about the means by which qualified employees are notified and provided with such assignments. This shall include developing a process that ensures that savings realized by terminating the contract and reassigning the work to a bargaining unit employee to avoid displacement, are utilized to offset that employee's moving and relocation costs, the amount of which shall be consistent with the Moving/Relocation section of the parties' collective bargaining agreement.

SEIU 1000
J. Mob, Unit 1
Lance Thiel, Unit 3
Shirley Peltier BU4
Robert Peltier BU11
Robert Vega BU14
Kimberly Carroll BU17
[unclear] BU15
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George Puentes, Staff
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F. Nothing in this section shall be interpreted or applied in such a manner as to interfere with the State or Federal court orders, the authority of the State or Federal courts or the authority of the special masters or receiver.

G. Relationship Between This Section And Related Statutes

The State is mindful of the constitutional and statutory obligations (e.g., Govt. Code § 19130) as it pertains to restriction on contracting out. Thus, nothing in this section is intended to interfere with pursuit of remedies for violation of these obligations as provided by law (e.g., Public Contract Code § 10337).

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Union Proposal
Bargaining Unit 14
Date 6.3.16

@ 10:51am

Proposal No: 1

The Union proposes the following rollover language:

14.17.14 Classification Review of Graphic Designer Series (Unit 14)

During the first twelve (12) months of this agreement, the State agrees to meet with representatives of the Union to determine if changes to the class specifications for the Graphic Designer Series are needed. If changes to the specifications are determined to be appropriate, the State agrees to pursue the revisions in accordance with section 14.1 of this agreement.

SEIU 1000 TA
W.L., staff
Robert Segar
Dunnekin

STATE TA 6/3/16 2:13pm S.S.H.
Pete Smith
P.L. Smart
Cecilia E. Greenwald
Stephanie [Signature]



Union Proposal

Bargaining Unit 14

Date 6.3.16

@ 10:51am

Proposal No: 1

The Union proposes the following rollover language:

14.18.14 Classification Review of Exhibit Designer – Installer (Unit 14)

SEIU 1000 TA

*W. Staff
Robert Rags
Dunathan*

A. The State agrees to conduct a classification review of the Exhibit Designer-Installer positions, used at the California Science Center. The State agrees to provide Unit 14 with a written status report, within six (6) months of ratification of this contract. The purpose of the classification review is to determine if the current class specification adequately describes all facets of the work.

B. Upon completion of the classification review, the State will provide the Union with a copy of the results and recommendations. The State and the Union agree to meet and discuss the results of the review and recommendations, including the following:

If the analysis indicates an existing classification more accurately describes the work of the Exhibit Designer-Installer positions at the California Science Center, and the Union

*STATE TA 6/3/16 2:13pm SSa
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Cecilia E. Greenwald
Stephen [unclear]*

concurr, the Union shall support the
reallocation of the positions on a current basis
to the appropriate class in accordance with SPB
Law and Rules and shall not seek retroactive
out-of-class pay or recognition.

SEIU 1000 TA

Staff
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TA 6/3/16 2:13pm

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Cecilia S. Greenwald


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Union Proposal
Bargaining Unit 14

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Date _____

Proposal No: 1

The Union proposes the following language:

~~44.19.14 Digital Print Operator II Class Study
(Unit 14)~~

~~The State agrees to complete a classification study of DPO II positions in Caltrans, and Office of State Publishing, within twelve (12) months of the Contract ratification. If the class study warrants the establishment of a DPO III classification, the State and the Union agree to propose to the SPB the establishment of the DPO III class within the DPO series. The class will cover digital print duties and responsibilities that exceed those covered in the existing specifications and allocation factors for the current DPO II class. The Union recognizes that the SPB is under no obligation to adopt the submitted proposal.~~

UNION S/10/16 2:14 pm
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State TA 5.10.16
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Stephanie
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Cecilia E. Greenwald
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Union Proposal
Bargaining Unit 14
Date 6.3.16

@10:51am

Proposal No: 1

The Union proposes the following rollover language:

14.20.14 – Multimedia Specialist (Unit 14)

At the Union's request, the State agrees to meet with the Union to review Union information on a potential Multi Media Specialist class. Prior to the meeting, the Union will provide the State with possible class specification language such as:

SEIU 1000 TA
Staff
Robert Segra
Dumathion

- Typical Tasks
- Minimum Qualifications
- Essential Functions
- Classification

The Union may also provide suggested exam planning and sample duty statements.

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Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

15.1 Appeal of Involuntary Transfer

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A. The State shall make reasonable efforts to avoid involuntary transfers. An involuntary transfer which reasonably requires an employee to change his/her residence may be grieved under article 6 only if the employee believes it was made for the purpose of harassing or disciplining the employee. If the appointing authority or the CalHR disapproves the transfer, the employee shall be returned to his or her former position; shall be paid the regular travel allowance for the period of time he/she was away from his/her original headquarters; and his/her moving costs both from and back to the original headquarters shall be paid in accordance with the CalHR laws and rules.

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B. An appeal of an involuntary transfer which does not reasonably require an employee to change his/her residence shall not be subject to the grievance and arbitration procedure. It shall be subject to the complaint procedure if the employee believes it was made for the purpose of harassing or disciplining the employee.

C. The State shall provide a minimum of sixty (60) days written notice for an involuntary transfer which reasonably requires an employee to change his/her residence.

D. Employees, who are unwilling to accept the geographical transfer required by their current department, may pursue other options, such as but not limited to voluntary transfer, voluntary demotion, reduced work-time program, authorized partial service retirement, or voluntary retirement or resignation. Such employees who meet the CalHR, SROA definition, shall be considered surplus. The department head or designee shall make job opportunity bulletins and materials available to all eligible surplus employees. Eligible surplus employees shall be permitted to apply and compete for vacant positions of their current class or other classes to which he/she can transfer, pursuant to the SROA process. Article 16 shall govern employee rights and appeals under these conditions.

E. With prior supervisory approval, employees shall be allowed a reasonable amount of State paid time to participate in employment interviews associated with the efforts described in paragraph D above.

F. When a department has two (2) or more qualified employees in a class who are subject to an involuntary transfer which reasonably requires an

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employee to change his/her residence, the employee(s) to be involuntarily transferred shall be selected in inverse order of seniority. As an exception to inverse seniority, an employee in the same class and affected work unit who is qualified and more senior may request to be involuntarily transferred in lieu of a less senior employee. An employee whose request for transfer is granted, shall be entitled to moving and relocation expenses in accordance with Section 12.1. However, any associated reimbursements shall be subject to applicable IRS and FTB regulations.

TA SEIU 1000

Randy Mohr, Unit #1
Bruce Freed, Unit 3
Tosha Peck, BU4
Brad Wilbur BU 11
Robert Vega BU 14
Lauri Patten BU 15
Kimberly Carant BU 17
Dana Miller BU 20
Myra Cole BU 21
Bradley Pennip, Staff
Margal Mahari

TA 2:30 p
6-2-16 p
Pam manville
Det Wilson

[Signature]
J. M.
J. Santos 6-2-2016
H. H.
Maree Schultz
K. A. Sob
S. S. Sullivan
K. Cheyri
Scott J.
[Signature]
T. M. M. M.
Patty Adams



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

15.3 Hardship Transfer

The State and the Union recognize the importance of hardship transfers as a way of dealing with work and family issues. An employee experiencing a verifiable hardship, e.g., domestic violence, mandatory job transfer of a spouse or domestic partner as defined in Family Code section 297, family illness, serious health condition, injury or death of family members, may request a transfer to another geographic area to mitigate the hardship.

The State shall endeavor to reassign the employee to a comparable or lesser (if comparable is not available) position in the requested geographic area. If the employee accepts a position in a lower paid classification, the State shall endeavor to reinstate the employee to their former classification and comparable salary level.

Transfers under this section shall be considered voluntary and any associated relocation costs shall be subject to the applicable CalHR laws and rules.

SEIU1000
4:50pm
6/2/16
Bruce
Sohren
Madalla
Robert Rega
Cassidy
Romaine
Paul Conlon
Brooke Pierce
Munster

TA 480
6-2-16
Team member

S. Miville
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TO
pls MS
Pat Wilson

A department shall provide the employee and the Union, in writing, reason(s) for the inability to grant the transfer no later than sixty (60) days after the written request is made.

This section shall be grievable and filed with the department head and appealed to CalHR; it shall not be arbitrable.

TA SEIU 1000
4:50 pm
6/2/16

Brenda Mott
Bruce Shief
ds
Brad Allen
Robert Vega
Mae West
Nanson Grant
Rosa Perez
Yvel Cahn
Crista Perna
Michael

TA 4:50 p-
6-2-16
Tam Marwick

Martine Schultz -
Pat Wilson
Denny H. S. King
JBT
SSA
Karyn Quijano
P. Amant
T. Mavarette



Union Proposal
Master Table

Date: _____

Proposal No: 1

The Union proposes the following rollover language:

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16.1 Layoff and Reemployment

A. Application

Whenever it is necessary because of a lack of work or funds, or whenever it is advisable in the interest of economy to reduce the number of permanent and/or probationary employees (hereinafter known as "Employees") in any State agency, the State may lay-off employees pursuant to this section.

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B. Order of Layoff

Employees shall be laid off in order of seniority pursuant to Government Code sections 19997.2 through 19997.7 and applicable SPB and CalHR rules.

And
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C. Notice

1. The State agrees to forward a copy of the layoff plan and a copy of the SROA/Surplus list (as it relates to a potential layoff) to SEIU Local 1000 as

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soon as each is approved by CalHR. It is understood that the layoff plan and the SROA/Surplus list may be approved at different times.

- 2. Employees compensated on a monthly basis shall be notified thirty (30) calendar days in advance of the effective date of layoff. Where notices are mailed, the thirty (30) calendar day time period will begin to run on the date of the mailing of the notice. The State agrees to notify the Union no later than sixty (60) calendar days prior to the actual date of layoff. The notice to the Union shall also include the reason for the layoff, the area of the layoff, the anticipated classifications affected, the total number of employees in each affected classification, the estimated number of surplus employees in each classification and the proposed effective date of the layoff.

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D. Grievance and Arbitration

Any dispute regarding the interpretation or application of any portion of this layoff provision shall be resolved solely through the grievance and arbitration procedure.

E. Transfer or Demotion in Lieu of Layoff

The State may offer affected employees a transfer or a demotion in lieu of layoff

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pursuant to Government Code sections 19997.8 through 19997.10 and applicable CalHR rules. If an employee refuses a transfer or demotion, the employee shall be laid off.

F. Reemployment

In accordance with Government Code sections 19997.11 and 19997.12, the State shall establish a reemployment list by class for all employees who are laid off. Such lists shall take precedence over all other types of employment lists for the classes in which employees were laid off. Employees shall be certified from department or sub-divisional reemployment lists in accordance with section 19056 of the Government Code.

TA 2³⁰ P
6-2-16-1
Team member

AW


AM
AA

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KVB

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SJB
SM

DM

G. State Service Credit for Layoff Purposes

In determining seniority scores, one point shall be allowed for each qualifying monthly pay period of full-time State service regardless of when such service occurred. A pay period in which a full-time employee works eleven (11) or more days will be considered a qualifying pay period except that when an absence from State service resulting from a temporary or permanent separation for more than eleven (11) consecutive working days falls into two (2) consecutive qualifying pay periods, the second pay period shall be disqualified. Veterans will receive additional

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

16.2 Reducing the Adverse Effects of Layoff

Whenever the State determines it necessary to lay-off employees, the State and the Union shall meet in good faith to explore alternatives to laying off employees such as, but not limited to, voluntary reduced work time, retraining, early retirement, and unpaid leaves of absence.

LOCAL 1000 SEIU

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Brendy Mast
Bruce Sheel
Brd Allen
Robert Hegar
Marc S. Tall
C. Cant
Diana J. [unclear]
Miguel Cordova [unclear]
Lidoke [unclear]
Dra [unclear]

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PA 2³⁰ P
6-2-16
Tom Manuella
Pat Wilson
Patty Hamant
[Large signature]
S. [unclear] 6-2-2016
H. [unclear]
Marilyn Schultz
Kla Sch
SSW
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Union Proposal
Master Table

Date _____

Proposal No: 1

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5:50 PM
6/2/16

The Union proposes the following rollover language:

16.4 Military Installations

The State agrees to notify the Union at such time as the State becomes aware of federal government plans to regain jurisdiction of military installations currently loaned (or leased) to the State Department of the Military.

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Wendy Mark
Bruce Thal
[unclear]
Bruce [unclear]
Robert Vega
[unclear]
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TA 480 P
6-2-16
Tammanwiler

[Handwritten signatures and notes on the bottom right side]
Marlene Schuttz
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[unclear]
[unclear]
SSA [unclear]
[unclear]
[unclear]
Tmawarrette
Kla [unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

16.5 Layoff Employee Assistance Program (EAP)

Employees laid off shall be provided services in accordance with the EAP. Such services are term limited for six (6) months from the actual date of layoff.

SEIU 1000

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Andy Mott
Cruce Thiel
Sasha P...
Brad Wells
Robert Kegan
Man...
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K...
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Brook...
M...

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

Article 17 Retirement

Retirement benefit formulas and contribution rates for State employees are specified in the Government Code as summarized below. No provision of this Article shall be deemed arbitrable under the grievance and arbitration procedure, except that any provision that defines the contribution rates shall be grievable to CalHR's level.

SEIU 1000 TA

Brendy Mott
Bruce Thurf
Sophia Pen
Brook Willis
Robert Vega
Maurice R. Patton
Howard
Ronald
Muel Cole
Debra Peasop
Karyn Madsen

TA
Collette
9:41 AM
Pam Monville
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Chaynie
[Signature]
Out Wilson

[Signature]
S. Silva
Marlene Schmitz
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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 TA

to
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17.1 First Tier A Retirement Formula (2% at age 55), First Tier B Retirement Formula (2% at age 60) and Public Employees' Pension Reform Act (PEPRA) First Tier Retirement Formula (2% at age 62)

A. First Tier members first employed by the State prior to January 15, 2011 are subject to the First Tier A Retirement Formula.

B. First Tier retirement members first employed by the State on or after January 15, 2011 and prior to January 1, 2013 are subject to the First Tier B Retirement Formula. The First Tier B Retirement Formula does not apply to:

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- Former state employees who return to state employment on or after January 15, 2011.
- State employees hired prior to January 15, 2011 who were subject to the Alternate Retirement Program (ARP).
- State employees on approved leave of

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Tom Marwick
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Stephanie

6/12/2016 9:04 PM
CPK
Smart

absence prior to January 15, 2011 who return to active employment on or after January 15, 2011.

- Persons who are already members or annuitants of the California Public Employees' Retirement System (CalPERS) as a state employee, prior to January 15, 2011.

The above four categories are subject to the First Tier A Retirement Formula.

- C. Employees who are brought into CalPERS membership for the first time on or after January 1, 2013 and who are not eligible for reciprocity with another California public employer as provided in Government Code Section 7522.02(c) shall be subject to the "PEPRA Retirement Formula." As such, the PEPRA changes to retirement formulas and pensionable compensation caps apply only to new CalPERS members subject to PEPRA as defined under PEPRA.


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 Marley Schukky
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 S. Saha
 Cynthia
 P. Amant

D. The table below lists the First Tier age/benefit factors for First Tier A, First Tier B, and PEPRA retirement formulas.

Age at Retirement	First Tier A Formula (2% at age 55)	First Tier B Formula (2% at age 60)	PEPRA Formula (2% at age 62)
	Employees hired prior to January 15, 2011	Employees first hired on and after January 15, 2011 and prior to January 1, 2013	Employees eligible for CalPERS Membership for the first time on and after January 1, 2013
50	1.100	1.092	N/A
51	1.280	1.156	N/A
52	1.460	1.224	1.00
53	1.640	1.296	1.100
54	1.820	1.376	1.200
55	2.000	1.460	1.300
56	2.064	1.552	1.400
57	2.126	1.650	1.500
58	2.188	1.758	1.600
59	2.250	1.874	1.700
60	2.314	2.000	1.800
61	2.376	2.134	1.900
62	2.438	2.272	2.000
63	2.500	2.418	2.100
64	2.500	2.418	2.200
65	2.500	2.418	2.300
66	2.500	2.418	2.400
67 and over	2.500	2.418	2.500

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 2

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 TA called up 9:42 pm
 Pam man...
 man
 Marley Smith
 SSH
 6/12/2016 9:04 PM
 Pat Wilson
 Chaynee
 [Signatures]

E. There are factors for attained quarter ages, such as 52 ³/₄. The retirement quarter age/benefit factors apply for service rendered on and after the effective date of the 1999-2001 Memorandum of Understanding between the State and the Union. The quarter factors also apply to past service that is credited under the First Tier A, First Tier B, and the Modified First Tier.

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F. As stated in Government Code Section 20677.71, effective November 2, 2010, miscellaneous and industrial members in the First Tier retirement or the Alternate Retirement Plan (ARP) subject to social security shall contribute eight percent (8%) of monthly compensation in excess of \$513 for retirement. Miscellaneous and industrial members in the First Tier retirement or the ARP not subject to social security shall contribute nine percent (9%) of monthly compensation in excess of \$317 for retirement.

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As stated in Government Code Section 20683.2, effective July 1, 2013, First Tier industrial members, including ARP members, shall pay an additional one percent (1%) retirement contribution. Accordingly, effective July 1, 2013, industrial members who

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 Bruce [unclear]
 Joseph [unclear]
 Brad [unclear]
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 Brooke [unclear]
 Mary [unclear]

participate in social security shall contribute nine percent (9%) of monthly pensionable compensation in excess of \$513 and Industrial members who do not participate in social security shall contribute ten percent (10%) of monthly pensionable compensation in excess of \$317. This provision shall not apply to First Tier industrial members in Bargaining Unit 21.

G. First Tier employees first hired on or after January 15, 2011 and prior to January 1, 2013, will, after completion of participation in the ARP, be subject to the two percent (2%) at age sixty (60) retirement formula with benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

First Tier employees in employment prior to January 15, 2011 will remain subject to the two percent (2%) at age fifty-five (55) retirement formula with benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

TA
 Cell 416
 9:42 PM

First Tier employees in employment prior to January 1, 2007, will remain subject to the two percent (2%) at age fifty-five (55) retirement formula with benefits based on the highest average monthly pay rate during twelve (12) consecutive months of employment.

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 TA

17.2 Second-Tier Retirement Plan

The Union and the State agree to participate in the Second-Tier retirement plan as prescribed by law.

- A. Second Tier members first employed by the State and subject to CalPERS membership prior to January 1, 2013 are subject to the Pre-PEPRA Second Tier retirement formula.
- B. Employees who are brought into CalPERS membership for the first time on or after January 1, 2013 and who are not eligible for reciprocity with another California public employer as provided in Government Code Section 7522.02(c) shall be subject to the "PEPRA Retirement Formula." As such, the PEPRA changes to retirement formulas and pensionable compensation caps apply only to new CalPERS members subject to PEPRA as defined under PEPRA.
- C. The table below lists the Second Tier age/benefit factors for the Pre-PEPRA and PEPRA retirement formulas.

TA
6/16/16
9:42 pm
From Marlene Tolavante
Dyer
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S. G.

Stephanie B

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Marlene Schu

Pat Wilson

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CML
Stewart

Age at Retirement	Pre-PEPRA Formula (1.25% at age 65)	PEPRA Formula (1.25% at age 67)
	Employees first hired and subject to CalPERS Membership prior to January 1, 2013	Employees eligible for CalPERS Membership for the first time on and after January 1, 2013
50	0.5000	N/A
51	0.5500	N/A
52	0.6000	0.6500
53	0.6500	0.6900
54	0.7000	0.7300
55	0.7500	0.7700
56	0.8000	0.8100
57	0.8500	0.8500
58	0.9000	0.8900
59	0.9500	0.9300
60	1.0000	0.9700
61	1.0500	1.0100
62	1.1000	1.0500
63	1.1500	1.0900
64	1.2000	1.1300
65	1.2500	1.1700
66	1.2500	1.2100
67 and over	1.2500	1.2500

SEIU 1000 TA

Bradley M...
Bruce Sheel
Sarah Miller
Brad Weller
Rebecca
Maria Lutter
Shawn
Rita
Mylee
Brooke Peterson
Margaret

D. As stated in Government Code Section 20683.2, effective July 1, 2013, Second Tier members, including ARP members, shall contribute one and one-half percent (1.5%) of monthly pensionable compensation for retirement, and will increase by one and one-half percent (1.5%) points annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.

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Pat Wilson
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Union Proposal
Master Table

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Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 TA

17.3 First Tier Eligibility for Employees in Second Tier

A. New employees who meet the criteria for CalPERS membership have the right to make an election to be covered under a Second Tier Retirement Plan. If the employee does not enroll in a Second Tier Retirement Plan within one hundred eighty (180) days after the date of initial eligibility, the employee shall remain enrolled in the First Tier plan, as provided under CalPERS law.

B. An employee enrolled in the Second Tier retirement plan may exercise the First Tier right of election. An employee who makes this election is eligible to purchase past Second Tier service. The parties will work with CalPERS to establish a more flexible purchase provisions for employees. These include, but are not limited to, increasing the installment period from ninety-six (96) months (8 years) to one hundred forty-four (144) months (12 years), and allowing employees to purchase partial amounts of service.

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[Handwritten notes and signatures on the right margin: TA letter to 4:43 PM, Tom Manville, T. Navarrette, H, Stephen, Khayma, P, S, Pat Wilson, mam, SJB, S. S., Cymna, P. Amant, Marlene Schultze]

C. Employees who purchase their past service are required to pay the amount of contributions they would have paid had they been First Tier members during the period of service that they are purchasing. As required by CalPERS law, the amount includes interest at six percent (6%), annually compounded.

SEIU 1000 TA

Brady Mitt
Bruce Theef

Sophia Klen

Brad Williams

Robert Weiss

Maria S. Patten

Clara
Diana

Myra Cahn

Brooke Peompa

Andreas Kersch

TA 6/11/16 9:43pm
Jan Manville
T. Navarrette

HJ

John
Khayuei

SSW

SJB

Nathaniel

S. Saha -
Cynthia

Mam P. Samant

Marlene Schultz

Pat Wilson



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 TA

**17.4 State Safety A Retirement (2.5% at age 55),
State Safety B Retirement (2% at age 55)
and PEPRA Retirement (2% at age 57)
Formulas**

A. State Safety members first employed by the State prior to January 15, 2011 are subject to the State Safety A Retirement Formula.

B. State Safety retirement members first employed by the State on or after January 15, 2011 and prior to January 1, 2013 are subject to the "State Safety B Retirement Formula." The State Safety B Retirement Formula does not apply to:

- Former state employees who return to state employment on or after January 15, 2011.
- State employees hired prior to January 15, 2011 who were subject to the ARP.
- State employees on approved leave of absence prior to January 15, 2011 who

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Jean Manville

Marlene Schultz

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Man

Cynthia

Adamant

Stephanie

FJB

Manville

[Signature]

return to active employment on or after January 15, 2011.

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- Persons who are already members or annuitants of the CalPERS as a state employee prior to January 15, 2011.

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The above four categories are subject to the State Safety A Retirement Formula.

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- C. Employees who are brought into CalPERS membership for the first time on or after January 1, 2013 and who are not eligible for reciprocity with another California public employer as provided in Government Code Section 7522.02(c) shall be subject to the "PEPRA Retirement Formula." As such, the PEPRA changes to retirement formulas and pensionable compensation caps apply only to new CalPERS members subject to PEPRA as defined under PEPRA.

TA 6-16-16
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D. The table below lists the State Safety age/benefit factors for State Safety A, State Safety B, and PEPRA Safety formulas.

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Age at Retirement	State Safety A Formula (2.5% at age 55)	State Safety B Formula (2% at age 55)	PEPRA State Safety Formula (2% at age 57)
	Employees hired prior to January 15, 2011	Employees first hired on and after January 15, 2011 and prior to January 1, 2013	Employees eligible for CalPERS Membership for the first time on and after January 1, 2013
50	1.7000	1.426	1.426
51	1.8000	1.522	1.508
52	1.9000	1.628	1.590
53	2.0000	1.742	1.672
54	2.2500	1.866	1.754
55	2.5000	2.000	1.836
56	2.5000	2.000	1.918
57 and over	2.5000	2.000	2.000

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 Pam Manwiler
 Martin Schultz
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E. There are factors for attained quarter ages, such as 52 ¾. The improved retirement quarter age/benefit factors apply for service rendered on and after the effective date of the 1999-2001 Memorandum of Understanding between the State and the Union. The improved quarter factors also apply to past service that is credited under the State Safety retirement category.

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F. As stated in Government Code Section 20677.91, effective November 2, 2010, State Safety members shall contribute nine percent (9%) of monthly compensation in excess of \$317 for retirement.

As stated in Government Code Section 20683.2, effective July 1, 2013, State Safety members shall pay an additional one percent (1%) retirement contribution making their total contribution rate ten percent (10%) of monthly pensionable compensation in excess of \$317.

As stated in Government Code Section 20683.2, effective July 1, 2014, State Safety members shall pay an additional one percent (1%) retirement contribution making their total contribution rate eleven percent (11%) of monthly pensionable compensation in excess of \$317.

TA 11 12
6-16-16 -
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Martin Schultz
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SJB
T. Navarette
H

G. State Safety employees first hired on or after January 15, 2011 and prior to January 1, 2013, will, be subject to the two percent (2%) at age fifty-five (55) retirement formula with retirement benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

SEIU 1000 TA

Franky Mink
Bruce Thiel

Stephen Pelt
Brad Wilbur

Robert Vega
Mara S. Latta

K. Carney
Richard
Muller

Booker Pien
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State Safety employees in employment prior to January 15, 2011, will remain subject to the two and one-half percent (2.5%) at age fifty-five (55) retirement formula with benefits based on the highest average monthly pay rate during the thirty-six (36) consecutive months of employment.

State Safety employees hired prior to January 1, 2007, will remain subject to the two and one-half percent (2.5%) at age fifty-five (55) retirement formula with benefits based on the highest average monthly pay rate during twelve (12) consecutive months of employment.

TA 1112 P
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Pam Naville

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SSA
man

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J/B
Maurice

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

17.5 State Safety Retirement

A. Enrollment in the State Safety Retirement category shall be prospective only and prior service shall remain under the miscellaneous or industrial retirement category.

SEIU 1000 TA

- *Blond J. M...*
- *Bruce The...*
- *Soph...*
- *Brad Will...*
- *Robert Vega*

- Maria L. Patten*
- K. Car...*
- Ronald...*
- Myel...*
- Divola Pierra*
- marshack*

- TA 6/12/16 9:43pm*
- Pam Manville*
- T. Navarette*
- Stephanie...*
- Khayrie*
- D...*
- AH*
- S...*
- SJB*
- Nath...*
- S.S.*
- Cynthia*
- P. Smart*
- Marlene...*
- Pat Wilson*
- mam*



Union Proposal
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Proposal No: 1

The Union proposes the following rollover language:

17.6 Enhanced Industrial Retirement

Eligible employees shall be covered by Government Code section 20047 "Enhanced Industrial Disability Retirement."

SEIU1000 TA

- Brendy Moll
- Bruce Kemp
- Scott Peck
- Brad Miller
- Robert Vega

TA 6/11/16 9:44pm

Pam Manville
Pat Wilson

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S. Soler

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Marlene Schultz

mam

- Maria S. Patten
- L. Cant
- Rosa
- Mindy
- Brooke Peppers
- mam

with Draw
6-17-16



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

17.7 Enhanced Industrial Disability

Eligible employees shall be covered by Government Code section 20047 "Enhanced Industrial Disability Retirement."

SEIU 1000 TA

9:44pm

Brendy Miller
Bruce Shep

TA 6-16-16
Tom Manville
TN

Sophia Pelt
Bradwell
Robert Vega

Pat Wilson
man

Maria Sutter
Carter

Harriet
Karyn
G. G.

Ronaldine

Myel Corda

Brooks Penman

Mary Mah

Steve
Stephanie Port
V. G.
JB man

S. Silk
Cristina
P. Smart

near
Marilyn Schultzy
[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

17.7 Public Employees' Pension Reform Act (PEPRA) of 2013

A. PEPRA Definition of "Pensionable Compensation"

Retirement benefits for employees subject to PEPRA are based upon the highest average pensionable compensation during a thirty-six (36) month period. Pensionable compensation shall not exceed the applicable percentage of the contribution and benefit base specified in Title 42 of the United States Code §section 430 (b). The 20132016 limits are \$113,700\$117,020 for members subject to social security and \$136,440\$140,424 for members not subject to social security. The limit shall be adjusted annually based on changes to the Consumer Price Index for all Urban Consumers.

B. Alternate Retirement Program (ARP) – New Employees

Employees first hired on or after July 1, 2013 shall not be subject to the ARP. Existing ARP members are required to complete the twenty-four (24) month enrollment period. Upon

SEIU 1000 TA

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Handwritten initials: BP, R

9:47 pm

TA 6-6-16

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Handwritten signature: Pat Wilson

Handwritten signature: D. Jones

Handwritten signature: mem

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Handwritten signature: Kheymee

Handwritten signature: R. ad

Handwritten signature: John

Handwritten signature: Marlene Schmitt

Handwritten signature: S. Salas

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8/15/2016 9:19 AM

Handwritten signature: Cynthia

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completion of the twenty-four (24) month period, the employee shall make contributions to CalPERS. ARP members shall continue to be eligible for payout options beginning the first day of the forty-seventh (47th) month of employment and ending on the last day of the forty-ninth (49th) month of employment following his or her initial ARP hired date.

SEIU 1000 TA

Brendy Mott
Bruce Sheel
Joseph Kern
Brad Willis
Robert Regan
Maurice Patten

C. Equal sharing of Normal Cost

As stated in Government Code Sections 7522.30 and 20683.2, equal sharing between the State employer and State employees of the normal cost of the defined benefit plans shall be the standard for all plans and employees. It shall be the standard that all employees pay at least fifty percent (50%) of the normal cost and the State employer shall not pay any of the required employee contributions. "Normal cost" is determined annually by CalPERS.

L. Cant
J. [unclear]
M. [unclear]

Brooke Proulx
Mary Muen

9:47pm

TA 6-16-16
Tom Manville
TW
Pat Wilson
D. [unclear]
men

~~[unclear]~~
Marlene [unclear]
W. [unclear]
P. Smart
6/15/2016 9:19 AM
Cynthia [unclear]
[unclear]
[unclear]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

17.8 Tax Treatment of Employee Retirement Contributions

SEIU 1000 TA

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The purpose of this aArticle is to implement the provisions contained in section 414(h)-(2) of the Internal Revenue Code concerning the tax treatment of employee retirement contributions paid by the State of California on behalf of employees in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21. Pursuant to section 414(h) (2) contributions to a pension plan, although designated under the plan as employee contributions, when paid by the employer in lieu of contributions by the employee, under circumstances in which the employee does not have the option of choosing to receive the contributed amounts directly instead of having them paid by the employer, may be excluded from the gross income of the employee until these amounts are distributed or made available to the employee.

Implementation for section 414(h)-(2) is accomplished through reduction in wages pursuant to the provisions of this aArticle.

TA
6-16-16 9:46pm
Manville
Pat Wilson
Man
Khaynie
6/12/2016 10:27 PM
Stephen
Palman
SS
Combe

1. Definitions. Unless the context otherwise requires, the definitions in this aArticle govern the construction of this aArticle.

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BH
BWP
BW
RW
MLD
KC
TJ
ME
BP
M

a. "Employees." The term "employees" shall mean those employees of the State of California in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 who make contributions to the STRS/CalPERS.

b. "Employee Contributions." The term "employee contributions" shall mean those contributions to the STRS/CalPERS which are deducted from the salary of employees and credited to individual employee's accounts.

c. "Employer." The term "employer" shall mean the State of California.

d. "Gross Income." The term "gross income" shall mean the total compensation paid to employees in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 by the State of California as defined in the Internal Revenue Code and rules and regulations established by the IRS.

9:46pm

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SAGE
S. Sald
Markus Schubert
6/12/2016 10:27 PM
Pam Manwila
Pat Wilson, mar
D. Goss
HH
Chagnie
C. J. J. Stot
Chyala
St. smart

SEIU 1000 TA

BA

BN

RV

MCP

RA

MC

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h

e. "Retirement System." The term "retirement system" shall mean the STRS as made applicable to the State of California under the provisions of the State Teachers' Retirement Law (California Education Code section 22000, et seq.) and CalPERS as made applicable to the State of California under the provisions of the California Public Employees' Retirement Law (California Government Code Section 20000, et seq.).

f. "Wages." The term "wages" shall mean the compensation prescribed in this Agreement.

2. Pick Up to Employee Contributions

a. Pursuant to the provision of this Agreement, the Employer shall make employee contributions on behalf of employees, and such contribution shall be treated as employer contribution in determining tax treatment under the Internal Revenue Code of the United States. Such contributions are being made by the employer in lieu of employee contributions.

b. Employee contributions made under

9:46pm
P. Smart TA 6-16-16
Marlene Schultz sjb Pam Manville
Port ssa Pat Wilson
55ak
6/12/2016 10:27 PM
H. Chapman sjw
Conrad man

paragraph A of this aArticle shall be paid from the same source of funds as used in paying the wages of affected employees.

[Handwritten signature]

c. Employee contributions made by the employer under paragraph A of this aArticle shall be treated for all purposes other than taxation in the same manner and to the same extent as employee contributions made prior to the effective date of this Agreement.

[Handwritten initials]

d. "The employee does not have the option to receive the employer contributed amounts paid pursuant to this Agreement directly instead of having them paid to the retirement system."

[Handwritten initials]

[Handwritten initials]

[Handwritten initials]

3. Wage Adjustment

Notwithstanding any provision in this Agreement ~~ento~~ the contrary, the wages of employees shall be reduced by the amount of employee contributions made by the employer pursuant to the provisions thereof.

4. Limitations to Operability

This aArticle shall be operative only as long as the State of California pick up of employee

[Handwritten signatures and notes]
Marlene Smith TA
6-16-16 9:46pm
Pat Wilson
6/12/2016 10:27 PM
[Other illegible signatures]

SEIU 1000 TA

retirement contributions continues to be
excludable from gross income of the employee
under the provisions of the Internal Revenue
Code.

Bundy M...
Bruce F...

5. Non-arbitrability

The parties agree that no provisions of this article
shall be deemed to be arbitrable under the
grievance and arbitration procedure contained in
this Agreement.

Sophia P...
Brad W...

Robert V...

Mauri S. K...

Clara...

Roma...

Myel C...

Brock P...

Margaret...

TA 6-16-16 9:46pm

Pam Manwiler

TW

Pat Wilson

Pat Wilson

Kharqui

G. J...

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

S. S. S...

Cynthia

Podment

Marlene Schmitz



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

SEIU 1000 TA

17.10 1959 Survivor Benefit - Fifth Level

State TA
6/16/16 10:20 PM

FB
Bary

A. Employees who are members of the Public Employees' Retirement System (PERS) will be covered under the Fifth Level of the 1959 Survivor Benefit, which provides a death benefit in the form of a monthly allowance to the eligible survivor in the event of death before retirement. This benefit will be payable to eligible survivors of current employees who are not covered by Social Security and whose death occurs on or after the effective date of the Memorandum of Understanding for this section.

Pam Wawil
P. Arant

BD
Bav
RV

P. Arant
T. Navanette
W. Arant
Pat W. Arant

MCD

B. Pursuant to Government Code section 21581(c), the contribution for employees covered under this new level of benefits will be two dollars (\$2) per month as long as the combined employee and employer cost for this program is \$4 per month or less per covered member. If the total cost of this program exceeds \$4 per month per member, the employee and employer shall share equally in the cost of the program.

P. Arant
H. Arant
K. Arant
G. Arant
Stephanie B.
SJB

FB
Mc
BP
2

SSub

Marlene Schultz
Cynthia
P. Arant
2060
15 of 17

1/2

SEIU 1000 TA

TA #
6/16/2016
10:20P

Brendy MA
Bruce Theel

The rate of contribution for the State will be determined by the PERS board.

C. The survivors' benefits are detailed in the following schedule:

APW
L. Amant
Jan M...
TW
mam
Pat DeLeon
Dulles
H.H.
K...
E.M.
S...
MA

Sophie Per
Brad Willes
Robert Vega
Mariusz W...
K...
Ronald...
Myel...
B...
Margaret

1. A spouse who has care of two (2) or more eligible children, or three (3) or more eligible children not in the care of spouse \$1,800.
2. A spouse with one eligible child, or two (2) eligible children not in the care of the spouse
..... \$1,500.
3. One eligible child not in the care of the spouse; or the spouse, who had no eligible children at the time of the employee's death, upon reaching age 60 \$750.

SB
S.S...

M...
C...
P...
E...
R...

2/2



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

**17.13 Exclusion of Sustained Superior
Accomplishment**

The parties agree that payments made under the sustained superior accomplishment award program will not be considered as compensation for purposes of retirement.

SEIU 1000 TA

Brenda J. Mott
Bruce Theel

Stephen Park
Brad Weller
Robert Vega

Mama S. Fatter

K. L. ...
Rutha ...

Mynd ...

Debra ...

Margaret ...

State TA
6/16/16 10:20pm

Pam Navarrete

T. Smart
S. ...

T. Navarrete

W. ...
Pat Wilson

V. ...

H. ...

K. ...

S. ...

J. ...

M. ...

S. ...

S. ...

M. ...
C. ...



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

17.14 Streamlining the State Safety Retirement Process

SEIU 1000 TA

Bonnie Mott
Bruce Free

Sophia Penn
Brad Weller
Robert Vega

Marc S. [unclear]
[unclear]
Ronald [unclear]
Myrl Gordon
Brooke Picompa

Margaret

A. The Union agrees to the State safety retirement membership process as outlined in the provisions of Government Code sections 19816.20 and 20405.1 and will not be subject to the provisions of Government Code section 18717.

B. For those positions recommended by the Union pursuant to the provisions of A above, the State agrees to review positions that potentially meet requirements for safety retirement and to place all positions meeting safety retirement criteria into the safety retirement category following establishment by the SPB of the appropriate parenthetical safety classes.

State TA
6/16/16 10:20 PM

Demetrius
[unclear]

SPB
TN
manix

Pat Wilson
[unclear]

[unclear]
Khaynie

[unclear]
[unclear]

[unclear]

[unclear]

S. S. [unclear]
Cynthia

Madeline [unclear]
[unclear]
[unclear]



Union Proposal
Master Table

Date _____

Proposal No: 2

SEIU 1000 TA

The Union proposes the following language:

18.1 Permanent Intermittents (PI)

A. Except as otherwise provided in this agreement (e.g. aArticle 22, aArticle 23, etc.), a PI position or appointment is a position or appointment in which the employee is to work periodically or for a fluctuating portion of the full-time work schedule. A PI employee may work up to one thousand five hundred (1,500) hours in any calendar year based upon Government Code section 19100 et seq. The number of hours and schedule of work shall be determined based upon the operational needs of each department.

B. SPB rule 277 is one of the many employment alternatives the appointing power may use to fill vacant positions within a competitive selection process. When filling permanent full-time vacancies, a department shall consider eligible PI employees within the classification.

C. Each department may establish an exclusive pool of PI employees based upon operational need.

D. Each department shall endeavor to provide a PI

Brenda J. Mott
Bruce Chief
Joseph R. Baker
Brad Willes
Robert Vega
Maria S. Patterson
KC Wood
Ronald Jones
Myer Col.
Bridget Peave
Mary M. Hill

TA 810A
6-23-16
Pam
Mancilla

SABZ
Tiffany Newcomb
Stephanie
Khayree
man
Pater

Natasha
Pat Wilson
Marlene Smith
SSA
SSA
SSA
SSA

employee with seven (7) calendar days but in no case less than seventy-two (72) hours notice of their work schedule, except when they are called in to fill in for unscheduled absences or for unanticipated operational needs.

E. Upon mutual agreement, a department head or designee may grant a PI employee a period of non-availability not to exceed twelve (12) months during which the employee may not be given a waiver. The period of non-availability may be revoked based on operational needs. An employee on non-available status who files for unemployment insurance benefits shall be immediately removed from such status.

F. A PI employee will become eligible for leave credits in the following manner:

1. Sick Leave - A PI employee who has completed one hundred sixty (160) hours of paid employment will be eligible for up to eight (8) hours of sick leave credit with pay. The hours in excess of one hundred sixty (160) hours in a qualifying monthly pay period shall not be counted or accumulated. On the first day of the qualifying monthly pay period following the completion of each period of paid employment, the PI employee shall earn eight (8) hours of credit for sick leave with pay subject to the following provisions:

TA 8:10pm
6-23-16

Tom
Morville

SAC

Tiffany Navarrett

Pat Wilson
M...
S...
K...
mami

6/23/2016 11:10 AM

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- a. Sick leave may be requested and taken in fifteen (15) minute increments.
- b. A PI employee shall not be removed from scheduled work hours because he/she is on sick leave.
- c. The administration of sick leave for PI employees shall be in accordance with aArticle 8, section 8.2, Sick Leave.

2. Vacation Leave - A PI employee will be eligible for a one-time vacation bonus of forty-two (42) hours of vacation credit ~~vacation-leave credit with pay on the first day of the following qualifying monthly pay period following completion of their initial nine hundred sixty (960) hours of compensated work.~~

3. Thereafter, a PI employee will be eligible for vacation credit with pay in accordance with the schedule in aArticle 8, section 8.1(A), on the first day of the qualifying monthly pay period following completion of each period of one hundred sixty (160) hours of paid employment. The hours in excess of one hundred sixty (160) hours in a qualifying monthly pay period shall not be counted or accumulated. When it is determined that there is a lack of work, a department head or designee may:

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6-23-16

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manville

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Pat Wilson
SAGE
manville
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Blay
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[Signature]
[Signature]

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- a. Pay the PI employee in a lump-sum payment for accumulated vacation leave credits; or
- b. By mutual agreement, schedule the PI employee for vacation leave; or
- c. Allow the PI employee to retain his/her vacation credits; or
- d. Effect a combination of a, b, or c, above.
- e. A PI employee will be subjected to the provisions of aArticle 8.1, Vacation/Annual Leave.

3.4. Annual Leave – A PI employee will be eligible for annual leave credit with pay, on the first day of the following qualifying monthly pay period following completion of nine hundred sixty (960) hours of compensated work. Thereafter, a PI employee will be eligible for annual leave credit with pay in accordance with the schedule in section 8.1(C), on the first day of the qualifying monthly pay period following completion of each period of one hundred sixty (160) hours of paid employment. The hours in excess of one hundred sixty (160) hours in a qualifying monthly pay period shall not be counted or accumulated. When it is determined that there is a lack of work, a

TA 8:10 PM
6-23-16

Pat
Mancini

SABZ

Tiffany Neward

Mark Schultz
Steve Williams

Pat Wilson

SSh
JW
Katherine

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department head or designee may:

- a. Pay the PI employee in a lump-sum payment for accumulated annual leave credits; or
- b. By mutual agreement, schedule the PI employee for annual leave; or
- c. Allow the PI employee to retain his/her annual leave credits; or
- d. Effect a combination of a, b, or c, above
- e. A PI employee will be subject to the provisions of aArticle 8.1 Vacation/Annual Leave.

4.5. Holidays –

- a. A PI employee will be eligible for holiday pay on a pro rata basis, based on hours worked during the pay period for observed holidays specified in aArticle 7 of this Contract in accordance with the following chart. If a PI employee works on the holiday, the employee shall also receive his/her hourly rate of pay for each hour worked unless the provisions of aArticle 19.2(B)

TA 8¹⁰ pm
6-23-16

Tom Manville

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Pat Wilson
John [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]

Boyd
BW
rv
MCP
Me
BP

apply.

Hours on Pay Status During Pay Period	Holiday Compensation in Hours for Each Holiday
0-10.9	0
11-30.9	1
31-50.9	2
51-70.9	3
71-90.9	4
91-110.9	5
111-130.9	6
131-150.9	7
151 or over	8*

*Notwithstanding any other provision, an employee can only accrue up to eight (8) hours of holiday credit per holiday.

b. When a PI employee in WWG 2 is required to work on an observed holiday, and the employee works one hundred fifty-one (151) or more hours in that pay period, the employee shall receive holiday compensation in accordance with aArticle 7(G).

c. A PI employee will be eligible for a Personal Holiday (PH) following the completion of their initial nine hundred sixty (960) hours of compensated work. A PI employee will be eligible for a PH each July 1st thereafter and may accrue only one PH per fiscal year. A PI will receive paid time off for a PH on a pro

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SAB

[Handwritten signature]
Tulay Navarath

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Khaque

[Handwritten signature]
mam

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rata basis as provided in the chart above, based upon the number of hours worked in the pay period during which the PH is taken.

5.6. Bereavement Leave – A PI employee may only be granted bereavement leave in accordance with Article 8, section 8.3, if scheduled to work on the day(s) for which the leave is requested and only for the number of hours the employee is scheduled to work on the day or days. A PI employee shall not be removed from scheduled work hours because he/she is on bereavement leave.

6.7. Jury Duty – A PI employee shall only be granted jury duty leave in accordance with section 8.14 if the employee is scheduled to work on the day(s) in which the service occurs and only for the number of hours the employee is scheduled to work on the day or days. If payment is made for such time off, the employee is required to remit to the State the fee(s) received. A PI employee shall not be removed from scheduled work hours because he/she is on jury duty. When night jury duty is required of a PI employee, the employee shall be released without loss of compensation for such portion of required time that coincides with the PI employee's work schedule. This includes any necessary travel time.

TA 8:10 pm
6-23-16
Pony
Mamade

JB
Master
Stacy
S. Saha
SAB
+ Maravette
Chapman
mam

6/23/2016 11:10 AM

Bo
Barry
JCO
BW
RV
MLP
K
TJ
Me
BP
N

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four hundred eighty (480) paid hours in one of two (2) control periods. To continue benefits, a PI employee must be credited with a minimum of four hundred eighty (480) paid hours in a control period or nine hundred sixty (960) paid hours in two (2) consecutive control periods. For the purposes of this section, the control periods are January 1 through June 30 and July 1 through December 31 of each calendar year. An eligible PI employee must enroll in a health benefit plan within sixty (60) days from the end of the qualifying control period.

J. Vision Service Plan – A PI employee will be eligible for the State’s vision services plan during each calendar year if the employee has been credited with a minimum of four hundred eighty (480) paid hours in one of two (2) control periods. To continue benefits, a PI employee must be credited with a minimum of four hundred eighty (480) paid hours in a control period or nine hundred sixty (960) paid hours in two (2) consecutive control periods. For the purposes of this section, the control periods are January 1 through June 30 and July 1 through December 31 of each calendar year. An eligible PI employee must enroll in the vision service plan within sixty (60) days from the end of the qualifying control period.

TA 8:10 PM
6-23-16

John Manville

K. PI employees will be entitled to continuation of health, dental, and vision benefits pursuant to Public Law 99-272, Title X, COBRA.

s/jb *Markus DeHults* *SSA* *Chaymie*
Pat Wilson *Stacy Klumholz* *T. Mawarrette*
John
man

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 Bw
 RV
 mcp
 M
 BP
 R

SEIU 1000 TA

Paul J. Mohr
Bruce Chief
Sophy Pich
Brad Willis
Robert Vega
Margi Patterson
K. Conant
Ronnie
Myrl Cain
Brooke Puri
Margaret

L. Flex/Elect Program – PI employees may only participate in the Pre-Tax Premium and/or the Cash Option for medical and/or dental insurance. PI employees choosing the Pre-Tax Premium must qualify for State medical and/or dental benefits. PI employees choosing the Cash Option will qualify if they work at least one-half (1/2) time, have an appointment for more than six (6) months, and receive credit for a minimum of four hundred eighty (480) paid hours within the six (6) month control period of January 1 through June 30 of the plan year in which they are enrolled.

M. The call-in/scheduling of a PI employee and the hours of work an individual PI employee may receive shall be applied without prejudice or personal favoritism. Each work site shall post the PI schedule and record of PI hours worked per week on an ongoing and weekly basis.

N. A PI employee that is offered a permanent full-time or part-time job within a department shall not be denied release from their PI employee position by management.

TA 8:10 pm
6-23-16

O. All remaining conditions of employment that relate to the PI employee shall be administered in accordance with existing rules and regulations, unless modified by this Contract.

Don
Manville
Manville
SSA
SSM
Chapman
man
Quinn

[Handwritten signatures and initials]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

19.1 Hours of Work (Excludes Units 3, 17, and 21)

A. Unless otherwise specified herein, the regular workweek of full-time employees shall be forty (40) hours, Monday through Friday, and the regular work shift shall be eight (8) hours.

*TH 2nd A
6-2-16
Team Manager*

B. Workweeks and work shifts of different numbers of hours may be established by the employer in order to meet varying needs of the State agencies.

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C. Employees' workweeks and/or work shifts shall not be permanently changed by the State without adequate prior notice. The State shall endeavor to give thirty (30) calendar days but in no case less than fifteen (15) calendar days notice.

[Handwritten initials/signatures]

D. The State shall endeavor to provide employees with at least five (5) working days advance notice of a temporary change in their workweek hours and workday. This advance notice is not required if:

[Vertical list of handwritten initials/signatures: SB, KH, LSP, POC, SAGL, TU, SJA, ph, SM, DM]

1. The change is due to an unforeseen

SEIU 1000
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operational need; or

2. The change is made at the request of the employee.

E. Classifications are assigned to the workweek groups as shown in the Lists of Classifications attached to this Contract.

F. Workweek group policy for Fair Labor Standards Act (FLSA) - Exempt/Excluded Employees:

State employees who are exempt/excluded from the FLSA are not hourly workers. The compensation they receive from the State is based on the premise that they are expected to work as many hours as is necessary to provide the public services for which they were hired. Consistent with the professional status of these employees, they are accountable for their work product, and for meeting the objectives of the agency for which they work.

Following is the State's policy for all employees exempt/excluded from the FLSA:

1. Management determines, consistent with the current Contract the products, services, and standards which must be met by FLSA - exempt/excluded employees;

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 RV
 mCD
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 BP
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 6-2-16
 [Signature]

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[Signature]

MS
 [Signature]

[Signature]

[Signature]

[Signature]

TW

[Signature]

DM

BW
RW
MLD
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2. The salary paid to FLSA - exempt/excluded employees is full compensation for all hours worked in providing the product or service;

3. FLSA - exempt/excluded employees are not authorized to receive any form of overtime compensation, whether formal or informal;

TA 2³⁰ P
6-2-16
From Manual

4. FLSA - exempt/excluded employees are expected to work, within reason, as many hours as necessary to accomplish their assignments or fulfill their responsibilities and must respond to directions from management to complete work assignments by specific deadlines. FLSA - exempt/excluded employees may be required to work specific hours to provide services when deemed necessary by management;

AW
AM
PP
HIT

5. FLSA - exempt/excluded employees shall not be charged paid leave or docked for absences in less than whole-day increments. Less than full-time employees shall be charged time proportionate to their scheduled hours of work. Record keeping for accounting, reimbursements, or documentation relative to other applicable statutes, such

MS
KLS
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ICH
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SAGL
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SJA
pls
OM

DM

as the FMLA, is permitted;

6. FLSA - exempt/excluded employees shall not be suspended for less than five (5) days when facing discipline;

7. With the approval of the appointing power, FLSA - exempt/excluded employees may be allowed absences with pay for one or more whole days due to excessive workload or other special circumstances without charging leave credits;

8. Subject to prior notification and management concurrence, FLSA - exempt/excluded employees may alter their work hours. Employees are responsible for keeping management apprised of their schedule and whereabouts. Prior approval from management for the use of formal leave (e.g., vacation, sick leave, personal leave, personal day) for absences of an entire day or more is required.

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Brad Wells

Robert Vega

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Brooke P...

Mary M...

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6-2-16
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Pat Wilson

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Union Proposal
Master Table

Date _____

Proposal No: 2

The Union proposes the following language:

19.2 Overtime (Excludes Units 17 and 21)

TA 248
12-3-16
Jan
Mantle

A. Overtime is earned at the rate of one and one-half (1½) times the hourly rate for all hours worked in excess of forty (40) hours in a regular workweek and is compensable by cash or CTO if it meets the following criteria:

1. Ordered overtime of at least fifteen (15) minutes at any one time;
2. Overtime will be credited on a fifteen (15) minute basis with a full fifteen (15) minute credit to be granted if seven (7) minutes is worked. Smaller fractional units will not be accumulated.

~~B. Notwithstanding any provision of the MOU other than paragraph E, below and for the purpose of computing the number of hours worked, time when an employee is excused from work because of holidays, sick leave, vacation, annual leave, compensating time off, or any other leave shall not be considered as time worked by the employee for~~

SEIU Local 1000 TA

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Patty Adams

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Mary [unclear]

the purpose of computing cash or compensating time off for overtime.

B. For the purpose of computing the number of hours worked, time when an employee is excused from work because of holidays, sick leave, vacation, annual leave, or compensating time off, or any other leave not listed below shall not be considered as time worked by the employee for the purpose of computing cash or compensating time off for overtime. Time spent on jury leave, military leave or subpoenaed witness leave under the provisions in paragraph E below, shall be included for the purpose of computing cash or compensating time off for overtime.

TA 2 1/2
12-3-16
Team
manager
over

C. Overtime may be compensated on a cash or CTO basis at the discretion of the department head or designee. Both parties agree and understand that a different type of overtime payment (cash or CTO) may be provided to employees at different times and may even be different for employees in the same or similar situations. However, in the event that the DIR determines that this provision is inconsistent with Labor Code section 204.3, the parties agree to immediately meet and confer regarding the impact of that determination.

John King
Asst
Ephraim
S. Sob
C. Sanchez
Stacy Whitt
J. Arroyo
Pat Wilson
Patty Ahmad
Helen
Margarita
Monahan
Marlene Schultz

D. Overtime must be authorized in advance, except in an emergency, by the State or its designated representative. This authorization must also be confirmed in writing not later than ten (10) days

SEIU LOCAL 1000 TH

Bonnie M. M...

Bruce Fiegel

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Brad Wilson

Robert Vega

Man S. [Signature]

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BRO

Margaret

after the end of the pay period during which the overtime was worked. Each State agency shall maintain complete and accurate records of all compensable overtime worked by its employees.

TA 4S
2nd
12.3.16

SEIU Local 1600 TA

Brenda M...
Bruce Wheel
Brad Wille
Robert Vega
Man...

E. ~~Effective the pay period following ratification,~~ Before an employee is required to work mandatory overtime, management will make every effort to schedule appropriate available employees prior to mandating overtime. This shall include, but not be limited to: Permanent Intermittent employees, Retired Annuitants and volunteers. In addition management will make every effort to schedule overtime first for those employees who have not taken leave during the week and such employees may be mandated overtime only as a last resort.

pan
manilla

John...
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John...
John...

As a last resort and in order to meet required staffing needs, if an employee in Bargaining Units 4, 11, 14, 15 or 20 is mandated to work overtime in the same week in which they use approved leave then that approved leave will be considered hours worked for purposes of calculating overtime. Sick leave is excluded from this provision.

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Patty...

Roman...
BU 20

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F. The time when CTO may be taken shall be at the discretion of the State. When CTO is ordered, reasonable advance notice (at least 24 hours) should be provided the employee. CTO may be taken only in units of time of fifteen (15) minutes

John...
man...
man...
man...

or multiples thereof.

TA 4S
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G. CTO for employees shall be earned on a time one and one-half (1½) basis and may be authorized in lieu of cash compensation. If an employee is not allowed CTO within twelve (12) pay periods following the pay period in which the overtime was worked, payment shall be made for such overtime on the next payroll.

SEIU Local 1000 TA

Brandi M. Or

Bryce Theod
Sash

Brad Willis

Robert Vega

H. Employees may accrue up to two hundred forty (240) hours of CTO. All hours in excess of two hundred forty (240) CTO hours shall be compensated in cash.

ASAC
Robert Ramirez

Adriana

Juanita

I. Normally, an employee who has an accumulation of two hundred forty (240) hours or thirty (30) days of authorized overtime shall not be required to work additional overtime.

S. Soto

Conchita
Humberto

J. Notwithstanding any other contract provision, departmental policy, or practice, the travel time of employees who are covered by FLSA shall only be considered as time worked if it meets the definitions and requirements of travel time in sections 785.34 through 785.41 of Title 29 of the Code of Federal Regulations, except as provided in 1, 2 and 3 below.

Travis

Pat Wilson

Patty Amund

Michelle
Mary Ann
Morehen

Marlene Schuttz

Rodriguez
Buro

Angela

SEIU Local 1000 TA

Brenda Mida

Bruce Free

Brad Willis

Robert Figa

Man S. Peltier

Ronald [Signature]

[Signature]

1. Effective January 31, 2002, all time spent on required travel to an alternate worksite shall be compensated consistent with the requirements of the FLSA. For FLSA covered employees, the State shall endeavor to accommodate travel to an alternate worksite to occur during an employee's normal work hours. However, the State will also consider the business needs of the department including the costs of travel arrangements.

TA 248
12-3-16
[Signature]

2. Notwithstanding the above, FLSA covered employees traveling on state business, outside of their normal work hours (as defined in FLSA) will be granted a special allowance for actual time spent traveling. Employees shall receive this special allowance equivalent to the employee's regular hourly rate on a straight time, hour for hour basis, in cash or CTO, at the discretion of the department head or designee. This is not overtime compensation and shall not be considered as time worked for calculation of overtime. This paragraph also applies to passengers in carpools, vans or other vehicles, traveling on state business. This paragraph does not apply to employees who voluntarily choose to travel outside their normal work hours.

[Signature]
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SSK
[Signature]
[Signature]
[Signature]
Pat Wilson
Patty Amad
[Signature]

3. FLSA covered drivers of a carpool, a vanpool, or other vehicle traveling on

[Signature]
Marilyn
Markus
[Signature]

state business will be compensated consistent with FLSA for purposes of overtime and shall not receive the special allowance described in J(2) above.

SEIU Local 1000 TA

Brenda Mob

Bruce Free

~~Sept~~

Brad Willis

Robert Vega

Man Steller

Ronald

Mary Muel

TA 24a
12-316
Tom Manville
~~Robert King~~
Robert King
Clyde
S. Sal
Constance
Amy Blum
D. Long
Pat Wilson
Patty Admont
Hilbert
Maryanne
Monahan
Marlene Schultz



Union Proposal
Bargaining Unit 14
Date 6.3.14

@ 10:51 am

Proposal No: 1

The Union proposes the following rollover language:

19.3.14 Rest Periods (Unit 14)

A. Every employee will be granted a rest period not to exceed fifteen (15) minutes during each four (4) hours or major fraction thereof of a work shift unless there is an emergency or other circumstance to preclude it. The rest period shall not exceed thirty (30) minutes total for any day. Rest periods shall be considered hours worked. Rest periods not taken shall not be accumulated or used for overtime purposes. The State shall determine the time when the rest period is to be taken. A rest period normally will not be granted during the first or last period of the work shift.

B. Notwithstanding section A above, Unit 14 employees who choose and have management approval to work a straight eight (8) hour shift, may be granted one thirty (30) minute break in lieu of the two (2) breaks described in section A.

C. An additional five (5) minute break per continuous hour of work on a computer shall be granted.

SEIU 1000 TA

W. Staff
Robert Vega
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TA 4/3/16
2:13pm

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Russ Anny
Y. Smart
Cecilia S. Casemwall
Robert...



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

19.4 Meal Periods (Excludes Units 17 and 21)

A. Except for employees who are assigned to a straight eight (8) hour shift, full-time employees shall normally be allowed a meal period of not less than thirty (30) minutes or not more than sixty (60) minutes which shall be scheduled near the middle of the work shift. Meal periods taken shall not be counted as part of total hours worked.

B. When employees assigned to a straight eight (8) or more hour shift are assigned by the employer to training, a committee, task force, or a special project, an unpaid meal period of not less than thirty (30) minutes nor more than sixty (60) minutes shall be granted and scheduled near the middle of the work shift.

C. Employees working more than five (5) hours per day, but less than eight (8) hours per day shall be entitled to a meal period of at least thirty (30) minutes. Meal periods shall not be counted as part of total hours worked.

LCIU 1000
5:50pm
6/2/16
[Handwritten signatures: Andy Mark, Bruce Thiel, [unclear], Bradwell, Robert Vega, May [unclear], [unclear], Steve Pierra, [unclear]]

*TA 4:50
6-2-16
Diana
Mancilla*

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[Handwritten signatures: Kathryn, S. Sch, Marlene Schmitt, S. Livamela, +margaretta, K. [unclear], Pat Wilson]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

19.5 Set Up/Shut Down Time

Time necessary to "set up" and/or "shut down" a State function shall be part of the employee's workday.

TA SEIU 1000

4:50pm

6/2/16

Brendy Matt
Bruce Free
Joshua
Brook
Robert Vega
Man
Maria
Ronald
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Brook
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TA 4:50 pm
6-2-16
Tom Marwick

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Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

19.8 Flexible Work Hours (Excludes Units 17 and 21)

A. Upon request by the Union or an employee, the State shall not unreasonably deny a request for flexible work hours, an alternate workweek schedule or reduced workweek schedule. Employees who have flexible work hours or are placed on an alternate workweek or reduced workweek schedule will comply with procedures established by the department.

B. Any denial of requests made under subsection A shall be provided in writing. A copy of the written denial shall also be sent Attn: SEIU Local 1000 Headquarters. In addition, a department head or designee may, upon thirty (30) days notice to affected employees cancel or make permanent changes to flexible work hours, alternate work schedules, or reduced work time schedules.

C. An "alternate workweek schedule" is a fixed work schedule other than standard work hours.

*TH'd
6-16-2016
9:24pm*

*Pam
Merrill
SOM
T. Mawardi*

*September
SJB
HJ*

Nathaniel

*S. Sale
J. [unclear]
Agnetha
Belmont*

*Chayna
Marlene DeHultz
Pat Wilson
mam*

1/2

SEIU 1000 TH

*[Handwritten list of names:]
- [unclear]
- Bruce [unclear]
- [unclear]
- Brad Willes
- Robert [unclear]
- De [unclear]
- [unclear]*

"Flexible work hours" allows for the change of work schedules on a daily basis. "Reduced work time" is defined in Government Code sections 19996.20 through 19996.29.

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6/16/2016
Pammarik 9:34
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SEIU 1000 TA

- Bruce J. M...
- Bruce Sheaf
- Sophia Perez
- Brad Willis
- Robert Vega
- David Cooper
- Ronald...

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- S. Sego
- Dubois
- Amelia
- P. Smart
- Chapman
- Martine Schuckz
- Pat Wilson
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e/c



Union Proposal
Bargaining Unit 14
Date 4/3/16

Proposal No: 1

The Union proposes the following rollover language:

19.9.14 Exchange of Time Off – Multi-Shift Operations (Unit 14)

SEIU 1000 TA

W.G. Staff
Robert Vee
Amunthson

A. Permanent employees employed by departments with multiple shift operations may be permitted to exchange hours of work with other employees in the same classification or level (determined by the supervisor), performing the same type of duties in the same work areas, provided:

1. The employees make a written request to their supervisor(s) at least twenty-four (24) hours prior to the exchange;
2. The supervisor(s) approve the exchange; and
3. The employees exchanging time off shall not be entitled to any additional compensation (e.g., overtime or overtime meals, holiday credit/pay, shift differential), which they would not have otherwise received.

STATE TA 4/3/16 2Bpm

SSA

Cecilia [Signature]

[Signature]

[Signature]

2:13 pm ^{num} filling

B. Each employee shall be responsible for the coverage of the work assignment he/she accepts. If the employee who exchanges with another employee fails to report for duty for the exchange, he/ she shall be subject to repaying the actual time (hour-for-hour) of filling in behind the assignment. The State shall first use accrued time credits for the repayment; then use "accounts receivable" should time credits be insufficient for the repayment. In the event the employee fails to report for duty because of illness or injury, he/she may be required to provide medical verification in accordance with section 8.2 of this Contract.

SEIU 1000 TA

[Signature], staff
Robert Laga
Omnithion

C. An employee who fails to report for duty for the exchange and has not provided a medical verification of illness as described, shall not be allowed to participate in an exchange for one hundred eighty (180) calendar days from the date of the missed exchange.

D. Probationary employees are excluded from participating in exchanges of time off.

E. The following special rules apply:

1. All exchanges must occur within the employee's pay period and

STATE TA 6/3/16 2:13pm
Lune Kuffly SSJ
per Cecilia E. Green

2. Double shifts will be permitted, consistent with departmental practices.

F. If an exchange is denied, the supervisor denying the exchange shall state the reason for the denial upon written request by the employee.

G. This section is not subject to the grievance and arbitration procedure of this Contract.

SEIU 1000 TA

W. Staff
Robert Paga
Dumitrescu

STATE TA 4/3/16 2:30pm
Pete Kelly
S. Sen

WSP

per
Cecilia E. Greenwald



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

19.11 Call Back Time

TA SEIU 1000

4:50pm

6/2/16

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A. An employee who has completed a normal work shift, when ordered back to work, shall be credited with a minimum of four (4) hours work time provided the call back to work is without having been notified prior to completion of the work shift, or the notification is prior to completion of the work shift and the work begins more than three (3) hours after the completion of that work shift.

TA 4⁵⁰p

B. When such an employee is called back under these conditions within four (4) hours of the beginning of a previous call or an additional call is received while still working on an earlier call back, the employee shall not receive an additional four (4) hours credit for the new call back.

6-2-16
Jany
manville

C. When such an employee is called back within four (4) hours of the beginning of the employee's next shift, call back credit shall be received only for the hours remaining before the beginning of the employee's next shift.

5-5-16
K Chapman
VP
PMA
PMA
MS
MS

D. When staff meetings, training sessions, or work assignments are scheduled on an employee's authorized day off, the employee shall be credited with a minimum of four (4) hours of work time. When staff meetings and training sessions are scheduled on an employee's normal workday and outside the employee's normal work shift, overtime compensation shall be received in accordance with the rules governing overtime.

E. For reporting purposes, compensable time begins when the employee reports to the job site or begins work from a different site, which may include the employee's home, approved by the department head or designee.

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4:50pm

6/2/14

Patrick J. Mott

Bruce Theel

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Robert Vega

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TA 4:50 pm

6-2-16
Pam Manville

~~John ...~~

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~~John ...~~

John Wilson

P. Smart

SSA

Channing ...

Mark ...

J. ...

+ Navarrette

R. ...



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

19.12 Standby Time

SEIU 1000

4:50pm

6/2/16

[Handwritten initials and names: BA, RW, ML, ME, BP, R]

A. "Standby" is defined as the express and absolute requirement that an employee be available during specified off-duty hours to receive communication regarding a requirement to return to work and be fit and able to return to work, if required. It shall not be considered standby when employees are contacted or required to return to work but have not been required to be available for receipt of such contact.

TA 4:50 P
6-2-16
[Handwritten signature]

B. Each department or designee may establish procedures with regard to how contact is to be made (e.g., electronic paging device, phone) and with regard to response time while on standby.

C. An employee who is required to be on standby status will be compensated in the following manner: for every eight (8) hours on standby, an employee shall receive two (2) hours of CTO, which may be prorated on the basis of

[Handwritten signatures: D. Jones, K. Johnson, Travarrette, Marlene Schultz]

[Handwritten signatures: S. S. L., Khaynie, J. B., Pat Wilson, J. P. Smart, Jimmy, Salvarado]

fifteen (15) minutes CTO for each one hour of standby. Standby may not be scheduled in less than one hour increments.

D. No standby credit will be earned if the employee is called back to work and receives call back credit.

E. Standby and CTO credited as a result of standby shall not be considered time worked for purposes of qualifying for overtime.

TA SELV DDOO
4:50pm
6/2/14

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Sophie
Bridget
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Pam Manville

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Marlene Schuttz
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Chapman
Pat Wilson
P. Smart
G. W.

Management Proposal (Roll Over Language)

Bargaining Unit: 14 Date:

Exclusive Representative: SEIU

Article: 19.13 Overtime Assignments for Work Week Group 2 Employees (Unit 14)

Subject: Hours of Work and Overtime

19.13 Overtime Assignments for Work Week Group 2 Employees (Unit 14).

- A. Overtime will be distributed in class by seniority. When work in progress requires overtime on a given shift, preference shall be given to the employee or crew doing the work. If the employee or crew performing the work declines the overtime, the State shall request volunteers in class by seniority on that given shift prior to assigning overtime. If no volunteers come forward overtime will be assigned to the least senior employee(s) in that classification on that shift. Seniority for the purposes of this section is defined as total State service as used to calculate vacation accrual rates.

- B. The first forty (40) hours of ordered overtime during a fiscal year shall be compensated with either CTO or cash, at the employee's discretion. Thereafter, compensation (CTO or cash) shall be determined by the employer.

Robert Vega
Daniel León

TA 12-3-16
Tom Manuila



Union Proposal
Bargaining Unit 14
Date 6.3.16

@1051am

Proposal No: 1

The Union proposes the following rollover language:

19.16.14 Shift Changes (Unit 14)

SEIU 1000 TA
WZ, Staff
Robert Pagan
D. M. ...

- A. The State shall endeavor to provide employees with thirty (30) calendar days advance notice, but not less than fifteen (15) working days, of permanent changes in shift assignments, except in emergencies. Permanent shift assignment is defined as an assignment of thirty (30) calendar days or more.
- B. The parties agree that voluntary movement between shifts is always desirable, and to the extent practicable, the filling of vacancies shall be preceded by an announcement, posted for ten (10) working days, opening the available shift for voluntary movement, before filling the position as a "new hire".
- C. Shift changes will be assigned based on operational needs, and selection of personnel shall be based on skills and knowledge. Total in-class seniority may be used to break ties between equally qualified individuals.

STATE TA 6/3/16 2:33pm
Pam Huff SS
Pat Smart
Stephanie
Cecilia E. Greenwald

D. Shift changes required by emergency situations shall last no longer than the emergency that occasioned the change.

~~SEIU~~
SEIU 1000 TA

W/L, Staff
Roberto Vega
Dimitrios

STATE TA 4/3/16 2:13pm
SSC
ps/ Ann Huff

Cecilia E. Greenwald
isp



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

21.1 Telecommute/Telework Program (Excludes Unit 17)

A. Telework is defined as performing work one (1) or more days per pay period away from the work site to which the employee is normally assigned. Such locations must be within a preapproved work space and during preapproved work hours inside the teleworker's residence, telework centers, or other offices of the State, as approved pursuant to the department's telework policy and guidelines.

B. Where operational considerations permit, a department may establish a telework program. If the telework arrangement conforms to telework criteria established in the department's telework policy and guidelines, no employee's request for telework shall be unreasonably denied. Upon request by the employee, the denial and the reason for denial shall be in writing. Such programs shall operate within the policies, procedures, and guidelines established by the 2010 Statewide Telework Model Program.

C. Formal written telework or telecommuting policies

TA SEIU 1000

4:50pm

6/2/16

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PK

and programs already adopted by departments before the date of this Contract will remain in effect during the term of this Contract. Upon the request of the Union, the departments will provide a copy of their formal written telework policy.

D. Departments that desire to establish a telework or telecommuting policy and/or program or departments desiring to change an existing policy and/or program shall first notify the Union. Within thirty (30) calendar days of the date of such notification, the Union may request to meet and confer over the impact of a telework or telecommuting policy and/or program or change in an existing telework or telecommuting policy and/or program. Items of discussion may include concerns of layoff as a result of a telecommuting/telework program, performance or productivity expectations or standard changes; access to necessary office space in the State work sites on non-telecommuting days; and equipment, supplies, phone lines, furniture, etc.

E. Upon written request, no more than once each fiscal year, representatives of the CalHR will meet with three (3) representatives of SEIU Local 1000 to discuss improvements to the 2010 Statewide Telework Model Program. Union representatives shall serve without loss of state compensation for this meeting.

SEIU 1000
4:50pm
6/2/16

[Handwritten signatures: Bruce J. Mack, Bruce Sheel, Jessi, Brad Wilks, Robert Vega, M..., [unclear], Nigel Carter, Brooke Pierra, [unclear]]

TH 4:50p
6-2-16
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SSA

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Union Proposal
Bargaining Unit 14
Date 6/14/16

Proposal No: 1

The Union proposes the following rollover language:

21.2.14 Electronic Monitoring (Unit 14)

- A. If an employee believes that the State's use of current or future technology is being used for the purpose of harassment he/she may grieve such action under Article 6.
- B. The State shall not use the log on/off time to the computer or electronic access card entry/exit times of employees as the source of attendance reporting.

EU 1000 TA

[Handwritten signature], staff
Robert Vega
Mauricio

management
Karee Sully
Shane B...

S. Sal 2:57 PM
6-14-16
TP

[Handwritten signature]
Cecilia E. Greenwald
Page 1 of 1



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

21.3 Class A and Class B Commercial Driver's License (Excludes Unit 17 and 21)

A. Training

Each department, at the request of an employee required to upgrade his/her current driver's license to a Class A or Class B commercial driver's license and appropriate endorsements will make available to the employee any information prepared by the DMV covering the commercial driver's license examination and any video training programs, relating to the obtaining of a Commercial Driver's License, which become available to the State.

B. Medical Examinations

1. The State agrees to pay the cost of medical examinations for employees required to have either a Class A or Class B driver's license, provided the employees either receive their exams from a contractor physician or clinic, or are specifically authorized in advance to be examined by

TA SEIU 1000

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their personal physician, and to be reimbursed for the cost upon presenting a voucher from the examining physician.

2. The State will pay the cost of a second medical examination and/or referrals by the examining physician, not to exceed the cost of the first medical examination provided that:

- a. The employee fails the first medical examination, or the certification submitted is not accepted by DMV; and
- b. A second medical examination is authorized and conducted; and
- c. The second medical certification is accepted by DMV. The State will not reimburse the employee for a second medical examination that sustains the results of the first. Costs for additional medical reexamination shall be the responsibility of the affected employee.

C. Fee Reimbursements

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6-2-16
from manual

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BW
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mLD
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1. Each department will reimburse a permanent employee for filing and examination fees associated with obtaining the appropriate commercial driver's license and endorsement(s) if the employee is: (1) in a classification that requires the operation of equipment which requires either a Class A or Class B Commercial Driver's License and any endorsement(s), or (2) the classification designated by the department requires the employee to upgrade his/her driver's license to a Class A and/or Class B Commercial Drivers' License and any endorsement(s), or (3) in a classification where a Class A and/or Class B Commercial Driver's License is an additional desirable qualification, provided:

- a. The employee is authorized at least ten (10) workdays in advance by his/her supervisor to take the examination;
- b. The employee has a valid, current medical certification acceptable to DMV;
- c. The employee successfully passes the required examination and is issued the license and appropriate endorsement(s).

[Handwritten initials]
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RW
MCD
[Handwritten initials]
BP
n

TA 27³⁰
6-2-16
Dany
manish

And
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[Handwritten initials]

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GAB
des
SM
DM

2. Employees applying for renewal or reinstatement of a license due to an illegal violation will not be reimbursed for any costs associated with obtaining a license as required by DMV.

3. The State will not pay any additional cost incurred as a result of an employee's failure to pass the written and/or performance test within the opportunities allowed by the original application fee.

4. Reimbursement for commercial driver's license fees will be for that portion of the commercial driver's license fee (including the cost of endorsement(s) required by the appointing power) which exceeds the cost of the regular noncommercial Class C driver's license, provided the employee applies for the required license and any required endorsement(s) simultaneously. If an employee fails to take all required extras simultaneously, reimbursement will not exceed the cost that would have been incurred had the tests been taken simultaneously.

D. Release Time for Class A and/or Class B Commercial Driver's license and Medical Examination

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BW
RJ
MYP
RJ
BR
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TH
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6-2-16
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DM

1. Upon ten (10) work days advance notice to the Department head or designee, the department shall provide reasonable time off without loss of compensation for a permanent employee required to take the Class A and/or B commercial driver's license examination and related medical examination(s), provided:
 - a. The examination is scheduled during the employee's scheduled work hours; and
 - b. The examination does not interfere with the operational needs of the department.

TA 232P
6-2-16
per memo

2. If the employee's examination is rescheduled by the examining physician or by DMV, the employee shall be granted reasonable release time for the subsequent date, in accordance with the requirements specified above.

Pat Wilson

3. Upon ten (10) workdays advance notice the department will allow the employee to use a State owned or leased vehicle or equipment appropriate for the Class A and/or Class B commercial driver's license examination. It is understood by the parties that use of the equipment or vehicle may be delayed for operational reasons.

Jim M
SPOW
2-2016

Markus Schultz
K Larson
SS
Klayton
J.B.
Patricia Adams

TA SEIU 1000

Brendy Mot
Bruce Sheaf
Joseph
Brad Willes
Robert Vega
Mara S. Lutter
Ronald
Brooke Perryman
Maryanne



Union Proposal

Master Table

Date 10-10-16

Proposal No: 1

SEIU Local 1000
2:46 pm
12-2-16

The Union proposes the following rollover language:

24.1 Entire Agreement

A. The parties acknowledge that during the negotiations which resulted in this Contract, each had unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract. Any other prior or existing understanding or agreement by the parties, whether formal or informal, regarding any such matters is hereby superseded. Except as provided in this Contract, it is agreed and understood that each party to this Contract voluntarily waives its right to negotiate with respect to any matter raised in negotiations or covered in this Contract.

With respect to other matters within the scope of negotiations, negotiations may be required as provided in subsection B below.

B. The parties agree that the provisions of this subsection shall apply only to matters which are not covered in this Contract. The parties recognize that

[Handwritten signatures on the left side of the page]
Brenda M...
Bruce...
Karen...
Brad Willes
Robert...
Mary...
J...
R...
Myra...
S...
Margaret...

[Handwritten signatures and notes on the right side of the page]
TA 12:00P
6-27-16
D...
K...
S.S...
G...
Tiffany...
M...
H...

C. The CalHR will meet with representatives of the Union monthly, upon request, to review the notices to meet and confer under the provision of B above received by the Union to determine if the issues to be discussed can be consolidated to reduce the number of meetings required.

SEIU Local 1000 TA
12:46pm 12-2-16

Brendy Mohr
Bruce Shuff
Karen Johnson
Brad Wilbur
Robert Kegan
Mary Skettin
L. Lopez
Ronda Jones BU20
Myrl Corder BU21
Sooke P. Camp
Marey Nader

TA 12:00 pm
6-27-16
Pammanwila
Khaunee
Pat Wilson
S. Saku
J. St. Amant
G. King
Nath
Tiffany Newland
Marlene Schultze
Stacy Kinnick



Union Proposal

Master Table

Date _____

Proposal No: 1

The Union proposes the following language:

24.2 Duration

- A. Unless a specific provision provides for a different effective date, the term of this Contract shall be July 2, 2013 2016 to July January 1, 2016 2020.
- B. In the six (6) month period prior to the expiration date of this Contract, the complete Contract will be subject to renegotiation.
- C. If a proposal does not include an effective date, the effective date shall be the first day of the pay period following ratification.

SEIU LOCAL 1000

Brendt Mitt

Bruce Theel

Sasha Per

Brenda Ho

Robert Vega

Wendy

X Portant

Laura Bure

Patricia

Maryanne

TA 2:45 a.m.
12-3-16
Tom Marshall

Jeff

Stephanie

S. S. h
Cynthia

Margaret Schmitt

Maryanne

Stacy

Pat Wilson

Patty Smart



Union Proposal

Master Table

Date 6-2-16

1045am

Proposal No: 1

The Union proposes the following rollover language:

24.3 Continuous Appropriations

The State and SEIU agree to present to the Legislature as part of the MOU bill a provision to appropriate funds to cover the economic terms of this agreement through July 4, 2016. This will maintain employee salaries and benefits in case of an untimely budget.

SEIU TA @
4:50 pm
6/2/2016

TH 4:50 pm
6-2-16
pam manville

Brenda J. Mitt
Bruce Shel
Joseph Peter
Brad Keller
Robert Vega
Mar Velt
Noreese
Dionna
Myriel Condon
Brooke Pierra
Maggie Moedel

Pat Wilson
D. King
John
S. Sar
Khaque
Pat Wilson
Marlene Schultz
Z. Nivander
T. M. S. C.
K. S. C.

Management Proposal (Rollover)

Bargaining Unit: 14

Date:

Exclusive Representative: SEIU, Local 1000

Article: Addendums

Subject: Addendum II – Pay Differentials

Parties agree to meet after legislative ratification to make corrections to this Article and it will be attached to the agreement.

Robert Vega
Amunthion

TA 12-3-16
Pam Manville

10:44am



Union Proposal

Master Table

Date 6-2-16

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #1 – Golden Handshake

If the Golden Handshake provisions are offered during the term of this Contract and the CDE or any of its Special Schools or Diagnostic Centers participate, the department will consider offering it to Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 employees in the CDE.

SEIU TA @ 4:50pm
6/2/16

TA 4:50 pm
6-2-16
Pam Manville

Brendy Mohr
Bruce Thal
Sophia
Basil Miller
Robert Vega
Mark
Nancy
Rena
Myra
Brooke
Maz

Pat Wilson
John
P. Smart
Kagiri
Marilyn
Shirley
Travette

10:44am



Union Proposal

Master Table

Date 6-2-16

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #2- Domestic Partner

For the purpose of application to this Contract a domestic partner shall be certified with the Secretary of State's office in accordance with Family Code section 297.

SEIU TA @ 4:50pm
6/2/16

Brandon J. Mohr
Bruce Thiel
Joshua [unclear]
Brad [unclear]
Robert [unclear]
Mandy [unclear]
Nareesa [unclear]
Kimberly [unclear]
Angie [unclear]
Brooke [unclear]
Margaret [unclear]

TA 4:50p
6-2-16
from [unclear]

Pat Wilson
Darryl [unclear]
John [unclear]
Jim [unclear]
SSA - Khayree [unclear]
PO Smart
PP [unclear]
Marlene Schultz
S. Oliviana
T. Mayasette
[unclear]

10:44am



Union Proposal

Master Table

Date 6-2-16

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #3 – Retired Annuitants

The State and the Union agree that hiring retired annuitants may be necessary to perform mission critical work. Mission critical is defined as a disruption in normal business, which may result in the failure of a business operation. Retired Annuitants shall not displace SEIU represented employees.

This article will be subject up to step three of the formal grievance process and will not be arbitrable.

SEIU TA
@4:50pm
6/2/16

TA 4:50pm
6-2-16
John Monville

Randy M...
Bruce Ther...
Brad Miller
Robert Vega
Hector...
Vanessa...
Richard...
Myra Card...

Pat Wilson
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

Brooklyn...
[Signature]



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #4 – Access Agreement

Date: March 5, 2007

To: State of California Department Heads and Labor Relations Officers SEIU Local 1000 Stewards, Area Coordinators and Labor Representatives Subject: Side Letter Regarding Access

Over the last two years, the State of California and SEIU, Local 1000 have struggled to find a balance between the State's operational needs and the Union's need to access the employees it represents at their worksites. This challenge has resulted in a number of serious confrontations, including arrests, as well as legal conflicts in various forums that continue to this day.

In the interest of harmonious Labor Relations, the parties agreed in June of 2006 to work with a neutral mediator and make a good faith effort to resolve the issue. The enclosed document is the result of those sessions between the CalHR and SEIU, Local 1000.

As with all agreements, both sides had to compromise.

TA 10 33a
6-10-16
Pam Manville

Chayni
H. H. H.
SBC

Martina Schuttz
Pat Wilson
T Navarrette
S. M. M.

Bud
ADP
Kathy

Jim
S. S.
C. C.
upward
Stephanie
K.K.

1000
[Handwritten notes and signatures on the left margin]

This agreement, however, is intended to provide a proactive framework for facilitating Union access and addressing disputes before they escalate.

TA SEIU 1000

In that spirit, the State and the Union are fully committed to the following principles:

- Department/Union cooperation in seeking solutions to access issues
- Swift resolution of disagreements when they occur
- An ongoing understanding of, and respect for, each others' particular operational needs

We now look to you to implement this agreement in the spirit in which it was negotiated. There will be joint training provided on the agreement at a date still to be determined.

Attachment

This document is developed for the purpose of implementing the collective bargaining agreement. Department personnel and Union representatives are encouraged to discuss/resolve access problems if they arise.

The Union shall provide advance notice of its intent to visit worksites. Departments shall notify the Union of the appropriate

Madlene Schutty
 Pat Wilson
 Tmawanette
 S. Shivamda

[Handwritten signatures and initials including "SAB", "H. Herrera", "R.K.", and others]

TA 1033
 6-10-16
 Pam manick

Khayni
 SSK
 Conner
 P. Edmund
 Stephanie

person to receive notice. Providing notice shall not be interpreted as requesting permission. However, where worksites with legitimate issues of safety, security or patient care exist, reasonable accommodations for access and/or distribution of information shall be provided. Departments shall discuss such accommodations with the Union.

SEIU 1000

[Handwritten initials and signatures on the left margin]

The Union has the right to distribute information where represented employees work. The Union will not block entrances. Distribution of information inside worksites shall not cause disruption of work.

TH 10³³
6-10-16
Pam Manwiler

Where escorts are necessary for reasons of safety, security or patient care, including patient privacy, typically, such escorts shall be Local 1000 bargaining unit members and such escorts shall not interfere with discussions between the Union and its members.

S. Spill
Cynthia
P. [unclear]
J. [unclear]
G. [unclear]
H. [unclear]

When problems/issues regarding union access to members' worksites occur, and cannot be resolved at the department level, the following persons should be contacted:

Pam Manwiler, Deputy Director CalHR	(916) 323-7995
Paul Harris, Chief of Staff SEIU Local 1000	(916) 554-1241
Felix DeLaTorreYork Chang, Chief Counsel SEIU Local 1000	(916) 554-1279 (323) 525-2984

[Handwritten signatures and initials on the right margin]
SAGE
K
M
M. [unclear]
P. [unclear]
S. [unclear]
M. [unclear]
Pat Wilson

In the event that agreement cannot be reached between the CalHR and SEIU Local 1000 contact persons, the dispute may be submitted directly to arbitration pursuant to Step 4 of the grievance procedure. The parties shall exchange written statements regarding the issue and the response within one week of failure to agree.

SEIU 1000

~~Benjamin M...~~
Bruce G...
Sophia...
Brad Willis
Robert Vega
Mar S...
~~...~~
Romana...
Margaret...
Brooke...
Marilyn...

TA 10³³
6-10-16
Pam Manville
Maxine Schutts
+ Maravetta
S. Sobel
Cynthia
Adamant
Stephanie
G. J.
H. Herrera
~~...~~
~~...~~
Chamique
S. S. M...
D. ...
Pat Wilson

10:44am



Union Proposal

Master Table

Date 6-2-16

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #5 – Student Assistants

The State and the Union agree that hiring student assistants may be necessary to give students the opportunity to gain experience in their field of study and give the State the ability to attract high quality candidates for possible hire. Student assistants shall not displace SEIU represented employees.

This article will be subject up to step three of the formal grievance process and will not be arbitrable.

TA 480
6-2-16
Pam Manville

SAU TA @ 4:50pm
6/2/2016

Brandi Mark
Bruce O'Neil
John Peterson
Brie Wilen
Robert Vega
Max Watt
Amanda
Dana
Myra Colton
Suzanne Pevora

Pat Wilson
John
John
Katherine
S. Sak
Marilyn
S. K...
T. Navarrette
K. S.

M... ..



Union Proposal
Master Table

Date _____

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #14 - PLP 2012

In support of Article 8.32 of this Memorandum of Understanding, the State and the Union agree to continue paragraphs 3.1, 4, 6, 7, 8, 9, 12, 14, and the Dispute Resolution Process of the attached Side Letter through the duration of the Agreement. All other provisions of the Side Letter shall be of historical significance only. If the MOU conflicts with any of the above cited paragraphs of the Side Letter, the MOU shall control.

SEIU 1000 TA

Brendy Mob
Bruce Thurf
Sophia Perkins
Brook Willis
Robert Vega
Myra S. Smith
K. [unclear]
Rena [unclear]
April Conde
Beata Presman
Margaret Madri

TA 10:33 am
6-10-16
Pam [unclear]
Pat Wilson
Tiffany Navarette
Marlene Schultz
Darius
J. Boyd
Sullivan
Simpson
Karyn
Cynthia
S. Sahar
Stephanie
P. Amant
Grimy
L. [unclear]



Union Proposal

Master Table

Date 6/10/16

7:25

Proposal No: 1

LOCAL 1000 TA

The Union proposes the following language:

Side Letter #15

In recognition of the merger of the Department of Personnel Administration and State Personnel Board, all references in the MOUs to the Department of Personnel Administration (DPA) shall be changed to the

California Department of Human Resources (CalHR). References in the MOU to the State Personnel Board (SPB) will be evaluated to determine the appropriate entity's jurisdiction (CalHR or SPB).

Any reference to the Department of Mental Health (DMH) shall be changed to Department of State Hospitals (DSH).

Any reference to the Department of Fish and Game (DFG) shall be changed to Department of Fish and Wildlife (DFW).

The parties recognize that during the term of this agreement Departments/Agencies names may change as a result of the Governor's reorganization plan(s) and may be modified in this agreement accordingly.

TA 725
6-11-16
P
JPM

Tiffany Navarrette
Marlene Schultz

Out Wilson
Stephanie

Gu Y
S (S)

Khaynie
SS
H
V
Cynthia
Smart
D

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Union Proposal

Unit 4

Date 12/2/16

Proposal No: 1

The Union proposes the following rollover language:

Side Letter 16.4

Any provisions of the contract that are not addressed through these negotiations will be rolled over and incorporated into the MOU.

8¹⁹_R

TA 12-2-16
Tom Manwile

SEIU Local 1000 TA

[Handwritten signatures]
James Scott
Heleen J. J. J.
Evelle Ambrose
JE Alvarado



Union Proposal
Bargaining Unit 14
Date 6.3.16

@105/am

Proposal No: 1

The Union proposes the following rollover language:

Side Letter 16.14

SEIU 1000 TA

Any provisions of the contract that are not addressed through these negotiations will be rolled over and incorporated into the MOU.

[Handwritten signature], Staff
Robert Lopez
Dannunzio

STATE TA 6/3/16 2:30pm
S.S. [Signature]
True Supply
p/Smart

Cecilia E. Greenwall

[Handwritten signature]
Stephanusfort



Union Proposal

Master Table

Date 6-2-16

10:44am

Proposal No: 1

The Union proposes the following rollover language:

Side Letter #17 - Employee Work Locations

Once a year, the Union may request a department to provide information regarding the physical location (e.g., division, floor, yard, building, cubicle, etc.) of SEIU 1000 represented employees at any worksite. When possible this information shall be provided electronically.

Departments are not requested to create the information requested. The department will provide information if it already exists or is currently maintained.

This provision is not subject to the grievance and arbitration procedure of this contract.

SEIU-TA@
4:50pm
6/2/2016

Handwritten signatures and notes on the left side of the page, including names like 'Brooke Pinner' and 'M. DeWitt'.

Handwritten signatures and notes on the right side of the page, including 'Dan Manuelli', 'S. San', and 'M. DeWitt'. Includes a date stamp '6/1/2016 7:29 PM'.

Management Proposal

Bargaining Unit: 1, 3, 4, 11, 14, 15, 17, 20, 21

Date:

Exclusive Representative: SEIU, Local 1000

Article:

Subject: Contract Completion

If any existing contract language was not rolled over, the parties will meet and rollover the language.

SEIU Local 1000 TA

Bonnie Mott
Bruce Grief
Sophia Peters
Brook Wilke
Robert Vega
Mae West
K. Cant

Ronald
Miguel Corbin
Scottie Pierce
Margaret

TA 12:25P
12-3-16
Tom Manville
~~Stacy~~
Stacy
Jen
Stephanie Park
Holden
S. S. S.
Majdan Morahan
Cynthia
Shaynie
Stacy
Marlene Schultz
Pat Wilson
Patty Amard