

Side Letter – Transfer of CDE Employees to CDSS

This Agreement is a Side Letter to the current Memorandum of Understanding (MOU) effective July 1, 2016 through July 1, 2020, between American Federation of State, County and Municipal Employees (AFSCME), Bargaining Unit 19 (BU 19) and the State of California (State). This Side Letter will be incorporated into any successor Agreement reached between AFSCME BU 19 and the State prior to July 2, 2022.

The Welfare and Institutions Code section 10200-10206 establishes The Early Childhood Development Act of 2020. This Act requires the transfer of multiple childcare programs from the California Department of Education (CDE) to the California Department of Social Services (CDSS) by July 1, 2021.

1. No later than March 31, 2022, either party may request to reconvene the table to discuss and address any unforeseen issues, problems or policy changes affecting BU 19 employees which may arise as a result of the transfer of CDE employees and program to CDSS.
2. CDSS agrees to honor existing schedules in accordance with Article 6.4, Alternate Work Schedules, of the BU 19 MOU.
3. BU 19 employees' job duties will be in accordance with the State Personnel Board class specifications.
4. CDSS will honor affected BU 19 employees progress made prior to the transfer towards completing his/her probation period. No new probationary periods will be implemented for affected BU 19 employees as a result of the transfer.
5. CDSS will honor affected BU 19 employees' leaves and/or vacations approved prior to the transfer. Prior approval of leave requests may need to be submitted. Vacation/Annual Leave shall only be cancelled when unanticipated operational needs require it.
6. There will be no loss in compensation to the affected BU 19 employees as a result of the transfer.
7. Affected members will have access to software programs necessary to complete their job duties.
8. When the workload is assigned, management shall endeavor to minimize overnight travel, as defined by existing CalHR rules.
9. A USDA site monitor waiver or extension to the existing waiver may be needed. The state will submit a site monitor waiver or extension to USDA as operational needs require.
10. Employees seeking training or certification shall submit the request for approval through the established process.
 - a. CDSS shall train CNC/CNA on the process of requesting training(s) or certification(s).
 - b. CDSS shall provide job required training(s) to assist CNC/CNA to perform the functions of their positions.

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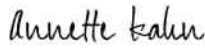
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Layla Fassler
Labor Relations Officer, CDSS

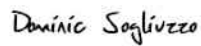
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Annette Kahn
Labor Relations Officer, CDE

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Dominic Sogliuzzo
Labor Relations Specialist, CDSS

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Tyquion Fisher
Labor Relations Specialist, CDE

AFSCME

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Rafael Garcia
Business Agent, AFSCME

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Karen King

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Lara Wood