

**Management Proposal (DRAFT)**

**Bargaining Unit: 5**

**Date:**

8/22/23

**Exclusive Representative: CAHP**

**Time:**

6pm

**Side Letter - 12-Hour Alternate Work Week Schedule Pilot Project**


This Agreement is an addendum to the 2019-2024 State Bargaining Unit 5 Memorandum of Understanding (BU 5 MOU) between the State of California (State) and the California Association of Highway Patrolmen (CAHP).

The State and CAHP agree:

1. Article 29, Hours of Work and Overtime, (O), Alternate Work Week Program, of the existing agreement shall be modified to allow for a pilot project to test the 12-Hour Alternate Work Week schedule for road patrol officers (Pilot Project).
2. A request to participate in the Pilot Project shall reflect a vote of a majority of affected employees in an Area office. If approved for an Area office, all road patrol officers shall participate in the alternate workweek program. A request to participate in the Pilot Project will not be unreasonably denied.
3. Throughout the duration of the Pilot Project, the parties agree to communicate as needed concerning the implementation of the Pilot Project.
4. Any disputes arising out of the implementation of the Pilot Project shall be resolved at the Department level. The decision of the Department head or designee shall be deemed final and shall not be subject to the arbitration provisions of the BU 5 MOU.
5. Except as amended by this Side Letter, all other terms of the BU 5 MOU remain in effect. This Agreement represents the full and complete understanding reached by and between the parties regarding the subject of this Side Letter.
6. This Side Letter shall expire upon ratification of a successor agreement to the BU 5 MOU unless the parties mutually agree in writing to extend the Side Letter.

STATE

Date

  
Paul M. Starkey  
Deputy Director of Labor Relations  
CA Department of Human Resources

CAHP

Date

  
Rick LaBeske  
President  
CA Association of Highway Patrolmen