

CALTRANS WINTER POST AND BID
SIDE LETTER OF AGREEMENT

1. Caltrans shall conduct a special seasonal Post and Bid for employees in those Districts and Equipment Shops that will be implementing winter Staffing Patterns. The open period for this special Post and Bid shall commence as soon as practical following execution of this agreement. This special Post and Bid shall be conducted in a manner consistent with sections 17.1 and 17.2 of the Unit 12 Collective Bargaining Agreement (hereinafter "Agreement") except as otherwise noted herein.
2. Seasonal Transfers pursuant to Section 17.2 of the Agreement will be limited to bidders from within the District or Equipment Shop boundaries.
3. For filling seasonal position/shifts not filled through the Post and Bid and Transfer processes, Caltrans will continue to follow its existing practices for Limited Term promotional appointments and out-of-class assignments.
4. Caltrans will continue to employ permanent intermittent and/or other legal hires to fill positions/shifts not filled through the processes described above.
5. The parties understand and agree that the processes described in paragraphs 1 through 4 will apply for seasonal positions/shifts/assignments expected to last for the duration of the winter season. Employees accepting a Winter Staffing Pattern assignment pursuant to paragraph 1 through 3 above will be restored to their regular position/shift assignment at the conclusion of the winter season without a break in seniority.
6. Employees who receive, pursuant to a Post and Bid/Transfer request, a seasonal position/shift/assignment in a work site that is not their regular work site are not entitled to travel or per diem expenses while assigned to that seasonal work site. However, such employees shall be given first priority for dormitory accommodations where such accommodations are available.
7. Employees, who are denied, under this Post and Bid, will receive in writing the reason for their denial.
8. Employees assigned winter storm related duties for period of short duration (e.g. daily or storm period only) shall be assigned consistent with sections 7.4 (Change of Shift Hours, Work Hours, Work Week), 7.7 (Overtime Distribution) and 12.1 (Business and Travel Expenses) of the Agreement.
9. This agreement will remain in effect for the duration of the 2015-2016 winter staffing season and will expire thereafter unless renewed or amended by the parties.



TIM NEER, Director
IUOE Unit 12 Central Office


10-8-15

DATE


CHERYL MCNULTY, Labor Relations Officer
Caltrans

10.8.15

DATE


CANDACE HYATT, Labor Relations Officer
Caltrans

10/8/2015

DATE