LETTER OF AGREEMENT
BETWEEN
SEIU LOCAL 1000 AND THE STATE OF CALIFORNIA
Concerning the implementation of
Safety Sensitive Position Designation
Date: 03/28/2016

This agreement represents the full and complete understanding reached by State of California and Service Employees International Union (SEIU), Local 1000 relating to the impacts from the Department of Education's decision to implement the Safety Sensitive Position Designation.

THE PARTIES AGREE AS FOLLOWS:

1. The State shall provide written notice of the cost or cost range of any additional aliquot test requested by an employee before an initial drug or alcohol test and after a second aliquot test is requested.

THE PARTIES FURTHER AGREE:

This agreement may be signed by facsimile and in parts, which, when all necessary signatures are obtained, shall have the same force and effect as though all signatures were executed on one document.

04/06/2016

UNION	STATE
* Russell Johnigan	CALHR
Daniel Cooper Unit 15	CDE
Sulghi Hong Unit 3	CDE
Patricia Heynen Unit 20	

*Signed by the Union Representative with the consent and on the behalf of the aforementioned union team members.