

**Side Letter of Agreement Between California Association of Highway
Patrolmen (CAHP), (Bargaining Unit 5) And The State of California**

The State of California and CAHP agree to modify the existing agreement to include Government Code sections 3555.5 - 3559 (Public Employee Communication), which incorporates New Employee Orientation and the expansion of employee contact information provided to California Association of Highway Patrolmen.

New Employee Orientation

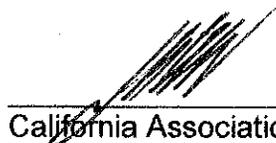
- A. During any regularly scheduled orientation session for new employees, a Union representative shall be given the opportunity to meet with bargaining unit employees for twenty (20) minutes for orientation of the employees to the Contract and the Union. The Union representative shall suffer no loss of compensation for the purpose of attending these meetings.

- 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. Departments shall provide at least a 10-day notice of upcoming New Employee Orientation trainings with the location, date and the timeframe for the Union to address bargaining unit employees. A shorter notice may be provided in a specific instance when there is an urgent need critical to the employer's operations that was not reasonably foreseeable.

Jam Manwiler
State of California, CalHR

October 30, 2017
Date


California Association of Highway Patrolmen

10-19-17
Date