

State of California

MEMORANDUM

To: PERSONNEL MANAGEMENT LIAISONS

Date: June 28, 1989  
Reference Code: 89-39

**THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:**

Employee Relations Officers  
Personnel Officers

From: Department of Personnel Administration

Subject: Grievance and Arbitration Procedure

The attached agreement supersedes Article 6.2 Grievance and Arbitration Procedure "Definitions" for CSEA contracts in Bargaining Units 3, 4, 14, 15, 17 and 20.

Please prepare sufficient copies and insert in every contract that is distributed to any employee.

This language is effective on the effective date of each new collective bargaining agreement that expires on June 30, 1991.



Rick McWilliam  
Chief of Labor Relations

AGREEMENT  
between  
State of California  
and  
CSEA SEIU LOCAL 1000  
for Bargaining Units 3, 4, 14, 15, 17 and 20

CSEA and the State of California agree that Article 6.2, "Grievance and Arbitration Procedure; Definitions," for Bargaining Units 3, 4, 14, 15, 17 and 20 is as follows:

6.2 Definitions

- a. A grievance is a dispute of one or more employees, or a dispute between the State and the Union, involving the interpretation, application, or enforcement of the express terms of this Agreement.
- b. A complaint is a dispute of one or more employees involving the application or interpretation of a written rule or policy not covered by this Agreement and not under the jurisdiction of the State Personnel Board. Complaints shall only be processed as far as the department head or designee.
- c. As used in this procedure, the term "immediate supervisor" means the individual identified by the department head.
- d. As used in this procedure, the term "party" means the Union, an employee, or the State.
- e. A "Union representative" refers to an employee designated as a Union steward or a paid staff representative or a bargaining unit council member.

This agreement is effective on the effective date of each new collective bargaining agreement that expires on June 30, 1991.

  
\_\_\_\_\_  
State of California

  
\_\_\_\_\_  
CSEA SEIU Local 1000

6/14/89  
\_\_\_\_\_  
Date

6/14/89  
\_\_\_\_\_  
Date

