

7. Discussions with management regarding denials of reasonable accommodation;

8. The CalHR statutory appeal hearings.

B. A written list of Union stewards and elected bargaining unit council representatives broken down by department, unit, and designated area of representation, shall be furnished to each department and a copy sent to the State immediately after their designation. The Union shall notify the State promptly of any changes of such stewards. Union stewards shall not be recognized by the State until such lists or changes thereto are received.

C. A Union steward's "area of representation" is defined as an institution, office, or building. However, the parties recognize that it may be necessary for the Union to assign a steward an area of representation for several small offices, departments, or buildings within close proximity. Disputes regarding this paragraph may be appealed directly to the CalHR step of the grievance procedure.

D. The area of responsibility of the District Labor Council (DLC) presidents and chief stewards shall be all

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WALKER

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Myk Carbon

Anton Deane

Roboffega

Harvey

TRW

Brodwell

Murphy

L. Cant

Brooke Pierma

worksites within the DLC. When the area of representation is within close proximity section C shall be observed, otherwise this leave will be union paid leave.

The Union representatives shall provide reasonable advance notice based on the circumstances requiring their representation under 2.1.A.(A).

Stark

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Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

2.2 Access

A. Union stewards, Union staff, and/or elected bargaining unit council representatives may have access to employees to represent them pursuant to section 2.1(A) above. Access shall not interfere with the work of the employees. Union stewards, Union staff, or elected bargaining unit council representatives seeking access to employees must notify the department head or designee in advance of the visit.

B. Access to bargaining unit employees shall not be unreasonably withheld; however, it may be restricted for reasons of safety, security, or patient care including patient privacy. If access is restricted, other reasonable accommodations shall be made.

TA State
7-31-19
3:31 PM
John D
Sally
Bryant
Hildebrand
Klasen
Key Deloss
Mary White
Hayley
Suzanne
Dana
Mama
Palto
Turner
Bob

TA
1531 3/30/19
egrewalker
800
TRUM
Helen
Brewer
Robert
Mue
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Alison
Myrl Cole
Sue

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Union Proposal

Master Table

Date 7-31-19

TA
1535 31 Jul 19

Proposal No: 1

TA State

The Union proposes the following language:

2.3 Use of State Equipment

A. Union stewards shall be permitted reasonable use of State phones and video phones (VP)/telecommunication devices for the deaf (TDD) to make calls for Union representation purposes; provided, however, that such use of State phones shall not incur additional charges to the State or interfere with the operation of the State.

B. Union Stewards shall be permitted minimal and incidental use of State equipment for representational activities as defined in section 2.1, if said equipment is available and utilized as a normal part of his/her duties. Such use of State equipment shall not result in additional costs to the State, nor shall it interfere with the conduct of State business.

C. Union Stewards shall be permitted reasonable and occasional use of fax machines and copiers for Union representation purposes provided that such use does

7-31-19
3:35 PM

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Handwritten signatures and initials on the left side of the page, including names like 'Helen', 'Bridget', 'Robert', 'Marta', 'Al', 'Shawn', 'Mick', 'Bridget', and 'John'.

Handwritten signatures at the bottom right, including 'Greg' and 'John'.

not result in additional cost to the State, nor interfere with State operations.

D. Use of State equipment or the time used for activities permitted in this section shall be subject to prior notification and approval by the employee's immediate supervisor.

TA
1535 31 Jul 19
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TRIM
Karen Jeffers
Brad Wilton
Robert Hese
Maur Stutter
K. Cant
H. Leum
Myrl Cal
Brooke Peur

State

P
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Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

2.4 Distribution of Union Information (Excludes Units 14 and 17)

TA State

- A. The Union may use existing employee organization bulletin boards to post materials related to Union business. Upon mutual agreement between an authorized Union representative and the department, Union bulletin boards will be where they are accessible to employees. When required in advance, the Union shall reimburse the State for additional costs incurred. A copy of all materials posted must be distributed to the facility or office supervisor at the time of posting.
- B. The Union may, before or after work hours or during meal and rest periods, distribute Union literature. Distribution of Union information shall not be unreasonably denied or disrupt the work of others. However, if access for distribution of information is restricted for safety, security, or patient care including

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1530 31 Jul 19
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800
W. W. W.

Karen Joffe
Brad Wilk

~~Mark Spiller~~

Rheun
Mark Cels
Suzanne Perna

7-31-19
3:30 AM
Paul M J
S. S. L
Bryant
H. L. H.
K. V. V.
C. J. J.
Key Access
Mary T. T.
Hayden M. M.
Susan Davis
Donna Hadesky
J. J. J.
M. M. M.
M. M. M.
M. M. M.
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M. M. M.
M. M. M.

IA
1530 31 2019

patient privacy, other reasonable accommodation will be made in accordance with department procedures.

Waller
Helen Jeffs
Brad Wilton

C. The Union may continue to use existing employee mailboxes and in-baskets for distribution of literature. Such information will be distributed to departmental employees based on the department's policies and procedures in distributing other non-business information.

State

Waller
Allen

D. The Union agrees that any literature posted or distributed on-site will not be libelous, obscene, defamatory, or of a partisan political nature.

Mychal
Suzanne Poirer

E. The Union shall be permitted incidental and minimal use of State electronic communication systems for communication of Union activities as the departments permit for other non-business purposes.

F. The use of electronic communication systems (devices) are not considered private or secure information and are subject to being monitored by the department.

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Union Proposal

Bargaining Unit 14

Date 7/30/19
@ 2:50

Proposal No: 1

The Union proposes the following language:

*GP
Clean up
language*

2.4.14 Distribution of Literature (Unit 14)

- A. The Union may use existing employee organization bulletin boards to post materials related to Union business. Upon mutual agreement between an authorized Union representative and the department, Union bulletin boards will be installed at reasonable locations. When required in advance, the Union shall reimburse the State for additional costs incurred. A copy of all materials must be distributed to the facility or office supervisor at the time of posting.
- B. The Union may, before or after work hours or during meal periods, distribute Union literature in non-work areas.
- C. The Union may continue to use existing employee mailboxes for distribution of literature.
- D. The Union agrees that any literature posted or distributed on-site will not be libelous, obscene, defamatory, or of a partisan political nature.

TA SEIU Local 1000

*RV
RJ*

*The
State
2:50*

*TA 7/30/19 @ 2:50
Stacy H...
B...
[Signature]*

*A. Baldwin Swails
[Signature]*

E. The Union shall be permitted incidental and minimal use of the State electronic communications system, when said equipment is available and utilized as a normal part of the employee's duties, for communication about employee organization activities as those departments permit for other non-business purposes. Use of the electronic communication systems will not interfere with the operations of the State nor involve mass distribution of information or materials.

TLC
SOP

F. Such information will be distributed to departmental employees based on the department's policies and procedures in distributing other non-business information. If required by the department, such information will be provided to a departmental designee in a hard copy format.

G. Employees may post a Union poster in their work areas on a wall or partition provided that permanent damage is not done to such wall or partition. Said poster must be no larger than twelve (12) inches by eighteen (18) inches. Such posters must not interfere with work, may not be posted in public contact areas, nor may they be attached to State equipment. The

TA 7/30/19 @ 2:50

SM

BW

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TA SEIU Local 1000

RV

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parties recognize that some buildings are leased by the State and that such lessor policies may preclude any personal posting. Nothing in this agreement will be interpreted to contravene such prohibitions.

TA SEIU Local 1000

Robert Segal

Erin G. [unclear]

Russell Johnson

TA 7/30/19 @ 2:50

SM

SM



AK



Union Proposal
Bargaining Unit 17
Date 8/6/2019

Proposal No: 1

The Union proposes the following rollover language:

2.4.17 Distribution of Union Information (Unit 17)

A. The Union may use existing employee organization bulletin boards to post materials related to Union business. Upon mutual agreement between an authorized Union representative and the department, Union bulletin boards shall be installed where they are accessible to employees. When required in advance, the Union shall reimburse the State for additional costs incurred. A copy of all materials posted must be distributed to the facility or office supervisor at the time of posting.

B. The Union may, before or after work hours or during meal and rest periods, distribute Union literature. Distribution of Union information shall not be unreasonably denied or disrupt the work of others. However, if access for distribution of information is restricted for safety, security, or patient care including

TA @ 1847
Union

K. Lomart
Nanessa
M. M...
Dui Steedman
Troy Z...
M. J. C.

STATE
S. H...
P. R...
J. S...
A. J.

patient privacy, other reasonable accommodation will be made in accordance with departmental procedures.

C. The Union may continue to use existing mailboxes and in-baskets for distribution of literature. Such information will be distributed to departmental employees based on the department's policies and procedures in distributing other non-business information.

D. The Union agrees that any literature posted or distributed on-site will not be libelous, obscene, defamatory, or of a partisan political nature.

E. The Union shall be permitted incidental and minimal use of State electronic communication systems for communication of Union activities as the departments permit for other non-business purposes.

F. The use of electronic communication systems (devices) are not considered private or secure information and are subject to being monitored by the department.

@1847
TA Union

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Stewart
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Mukherji

Dei Steadman
Tony Zuber
MK

STATE

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Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

2.5 Use of State Facilities

The State will continue to permit use of certain facilities for Union meetings, subject to the operating needs of the State.

Requests for use of such State facilities shall be made in advance to the appropriate State official. When required in advance, the Union shall reimburse the State for additional expenses, such as security, maintenance, and facility management costs or utilities, incurred as a result of the Union's use of such State facilities.

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7-31-19

3:32 pm

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Herron's
Bradwell
Robert
Hans
Dewant
Klem
Myel
Brooke Pierre

to
Key access
Mary Holt
Hany Alimich
Susan Davery
Donna Hadley
Mama Polito
W. H. H.



Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

TA

The Union proposes the following rollover language:

2.6 Steward Time Off

Upon request of an aggrieved employee, a steward shall be allowed reasonable time off during working hours, without loss of compensation, for representational purposes in accordance with section 2.1(A) of this Contract, provided the employee represented is in the steward's designated area of representation. Release time for these purposes is subject to prior notification and approval by the steward's immediate supervisor. Upon mutual agreement of the parties, a reasonable number of additional stewards can also be granted reasonable time off under this section.

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Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

2.7 Employee Time Off

Employees shall be entitled to reasonable time off without loss of compensation to confer with a Union representative on representational matters at the work site in accordance with section 2.2 above during work hours, subject to approval of the employee's supervisor.

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W. Wadler

S. J.

TRM

Kearney

B. W. Miller

Robertson

~~M. S. Miller~~

K. Cant

A. Khan

M. J. Carls

B. P. Perry

TA

State

7-31-19
3:30 PM

P. Smith

S. S. L.

B. J. W.

M. H. H.

A. K. V.

A. J. P.

K. J. D.

M. J. W.

H. J. M.

B. J. P.

S. J. D.

2/12/2019 12:23 PM

D. H. S.
A. J. P. H. W.



Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

2.8 Union Steward Protection

The State shall be prohibited from imposing or threatening to impose reprisals, from discriminating or threatening to discriminate against Union stewards, or otherwise interfering with, restraining, or coercing Union stewards because of the exercise of any rights given by this Contract.

Grievances under this section shall be filed at the first formal level of the grievance process. If the allegations are against the employee's immediate supervisor and the immediate supervisor is the first formal level, then the grievance may be filed at the next level of supervision.

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ygrw
K. Cant
M. Cab
D. ...
K. ...
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M...
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7-31-19 4:28 pm

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Name Folto
S. Sch
Key DeBos
K. ...
Susan Dawey
Mary Holt
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Union Proposal

Master Table

Date 8-27-19

JA

JA
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Proposal No: 4

W. J. Wacker

The Union proposes the following language:

2.9 Union Information Packets

Upon initial appointment to any position as a probationary or permanent employee, the employee shall be informed by the employer that the Union is the recognized employee organization for the employee in said classification. The State shall present the employee with a packet of Union information which has been supplied by the Union.

The parties agree that the hold harmless and indemnification provisions in section 3.2 (H) and (I) apply to this section.

R. Covert

James Brown

Harold Phillips

[Signature]

Ma. Spar
Robert Vega

Brod Willis

Miguel Cordova

Brooke Perman

Stk

8:39pm 8/27

Tristram
Rodriguez

Sh

Burroughs
by [unclear]

Stacy [unclear]

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Benghozi

Dwain Dawy
Name Photo

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Union Proposal

Master Table

Date 8-14-19

Proposal No: 2

TA
14Aug19 1647
upru worker
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The Union proposes the following rollover language:

2.10 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.
- 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. It is understood that the twenty (20) minutes is for the presentation and shall not be counted against reasonable state travel time to and from the presentation.

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Edward
Swan
Daniel

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Donna Hadeshy
may 1st
Chris [unclear]
Maria Polito
Key Reps.

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Union Proposal

Master Table

Date 7-31-19

Proposal No: 1

The Union proposes the following rollover language:

2.11 Bargaining Unit Negotiating Committee Member Time Off

The appropriate bargaining unit chair, vice chair, or a designated negotiating committee member, not all, shall suffer no loss in his/her regular compensation for attendance at scheduled bargaining unit negotiations with management during the term of this Contract.

TA
1533 31 June 19

Yonwacker

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Bill
Green
Bud
Robt
Maur

Conant
Rheun
Muel
Brook

TA
7.31.19
3:33 PM
State

Palmer
S. Sun
B...
K...
K...
Mary
Stacy
Susan
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