

TA 443 Amy
Krishtina Rodriguez
Gregory J. Cottol

Unit 17
W. Walker

Management Proposal (Counter)

Bargaining Units: 17 and 20

Exclusive Representative: SEIU Local 1000

Date: 8/28/19

2019
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Angela...
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Article: 19

Subject: HOURS OF WORK AND OVERTIME

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19.X Mandatory Overtime

The State and the Union agree that mandatory overtime should be reduced. Over the term of this agreement the number of mandatory overtime shifts employees are required to work shall be reduced. The first reduction shall occur on January 2, 2020. The second reduction is proposed to take effect on July 1, 2021.

Unit 20
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The California Department of Human Resources, the Department of Finance, and the affected departments shall develop recommendations to successfully implement the proposed reductions in mandatory overtime. No later than January 31, 2021 the State and the Union shall meet and confer over the implementation of the proposed reductions. If the State or the Union do not mutually agree that the reductions proposed for July 1, 2021 can be implemented successfully, the reductions shall occur on July 1, 2022.

This section applies to the following provisions:

- 19.13.20 Overtime Mandatory Scheduling – Excluding California Department of Corrections and Rehabilitation LVNs and CNAs (Unit 20)
- 19.14.17 Overtime Mandatory Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services (Unit 17)
- 19.14.20 Overtime Mandatory Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services LVNs (Unit 20)
- 19.15.17 Overtime Mandatory Scheduling (Excluding CDCR)(Unit 17)
- 19.15.20 Overtime Mandatory Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services CNAs (Unit 20)

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Union Proposal
Unit 20 Joint table

Date 8/27/19

Proposal No: 4

The Union proposes the following language:

19.13.20 V Overtime Voluntary Scheduling – Excluding CDCR LVNs and CNAs (Unit 20)

State

A. Upon request, and where practical, the State shall, upon consultation with the Union, establish a system to request and utilize qualified volunteers to perform overtime work from within the appropriate work area(s). The State shall distribute overtime fairly insofar as circumstances of health and safety permit, and provide employees notice of possible or actual overtime assignments.

[Handwritten initials/signatures]

B. Overtime shall first be offered to level-of-care employees for level-of-care overtime assignments before allowing other BU 20 classifications to work overtime.

Kristine Rodriguez

C. BU 20 employees may volunteer to work overtime in classifications other than their own.

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Steph Hales*

Management Counter Proposal

Bargaining Unit: 20

Exclusive Representative: SEIU

ARTICLE 19

19.13.20 Overtime Mandatory Scheduling – Excluding CDCR LVNs and CNAs (Unit 20)

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- A. The Departments recognize and understand the importance of reducing mandatory overtime to Unit 20 Employees. To this end, the Department will make every effort to schedule staff in a manner that will reduce the need for mandatory overtime. Both parties agree that mandatory overtime is an undesirable method of providing staff coverage.
- B. There shall be no mandatory overtime on an employee's Regular Day Off (RDO) or pre-approved day off (an employee's RDO begins immediately after completion of their normal shift before their RDO), except:
 - 1. In an emergency situation such as a natural disaster; or
 - 2. During a state of emergency declared by the State or Federal authorities; or
 - 3. During an emergency situation declared by a Warden, Superintendent, Executive Director or designee; or
 - 4. During a severe internal emergency (e.g., an incident which necessitates assistance from an outside agency or a health care crisis); or
 - 5. When the employees shift relief does not report for work or gave less than two (2) hours notice of intent not to report for work, an employee may be mandated if no volunteer is available; or
 - 6. ~~When all other options have been exhausted.~~
- C. Except in cases of emergency, or planned program activity, employees shall not be required to:
 - 1. Work more than four (4) five (5) mandatory overtime shifts of at least two (2) hours of duration in a month, effective January 2, 2020 ~~August 1, 2016~~, and implement reductions in accordance with Article 19.X and the Joint Labor Management Task Force; or
 - 2. Work in excess of sixteen (16) continuously in a forty-eight (48) hour period; or

AND no more than 3 overtime shifts per month effective July 1, 2021

3. Work in excess of two (2) mandatory overtime shifts per work week.

D. It is not the intent to mandate employees to work overtime in classifications other than their own. Consistent with the expressed intent, an employee may only be mandated to work in another classification when all other appropriate and possible staffing efforts have been exhausted and it is operationally necessary. This expressed intent, however, does not preclude employees from volunteering to work overtime in classifications other than their own.

~~E. Upon request, and where practical, the State shall, upon consultation with the Union, establish a system to request and utilize qualified volunteers to perform overtime work from within the appropriate work area(s). Through the establishment of such a system, the State will endeavor to reduce the amount of mandatory overtime and number of mandatory holdovers, distribute overtime fairly insofar as circumstances of health and safety permit, and provide employees notice of possible or actual overtime assignments. [Moved to 19.13.20 V]~~

~~F.E. Before an employee is required to work mandatory overtime, a reasonable effort will be made to find an acceptable volunteer within the program where the employee works. Overtime shall first be offered to level-of-care employees for level-of-care overtime assignments before allowing other BU 20 classifications to work overtime.~~

~~G.F. Upon request of an employee who has been on duty continuously for sixteen (16) hours, the employer shall have the option to:~~

- ~~1. Allow the employee to take the next shift off on vacation, CTO, or Holiday credit if staffing permits.~~
- ~~2. Adjust the employee's shift starting time to provide a ten (10) hour break between shifts.~~
- ~~3. Allow the employee to take two (2) hours off without pay at the start of the next shift to provide a ten (10) hour break. Management will take into account the employee's preference.~~

G. Employees shall not be made to work mandatory overtime on the same holidays in two (2) consecutive years. Holidays are defined as those listed in Article 7.1.

H. For the purpose of mandatory overtime rotation, employees who are charged FMLA leave shall be considered to have met their overtime obligation, in accordance with section C 1 above.

I. The department will endeavor to provide employees notice of at least ninety (90) minutes in advance notice of possible or actual mandatory overtime assignments.

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J. While on vacation, pre-approved absence, or on full work day absence due to sick leave*, Union leave or State release time, or any other authorized absence from the facility, employees will not be considered for mandatory overtime.

*This includes instances where an employee was unable to complete their regular shift due to illness and had to be released from duty to go home.

Russell
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~~H. The Department of Developmental Services:~~

- ~~1. Facilities that utilize the red dot-blue dot system for assigning overtime will count time worked, as a result of either a "red dot-blue dot" assignment, toward the mandatory overtime limitations.~~
- ~~2. At management's discretion all Unit 20 employees at a facility may be included in the mandatory overtime distribution process.~~

~~In accordance with Article 5.10 (Labor/Management Committees), each Department's Labor Management Committee will address overtime issues within this Article.~~

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Union Proposal
Unit 17 Joint table
Date 8/27/19

Proposal No: 4

*TA
0216 28 Aug 19
revised*

The Union proposes the following language:

**19.14.17- V Overtime Voluntary Scheduling - California
Department of Corrections and Rehabilitation and
California Correctional Health Care Services (Unit 17)**

State

When an overtime assignment becomes available, either expected or unexpected, the CDCR/CCHCS shall make every effort to fill the assignment by the use of the Voluntary Overtime Roster (VOR). The VOR shall consist of Bargaining Unit 17 (BU 17) nursing staff (by classification) who desire to work overtime. The VOR shall be supplied, at a minimum, once a month, listing all the known and anticipated overtime assignments.

- A. BU 17 classification employees shall be assigned voluntary overtime by departmental seniority, on a rotational basis by classification. Seniority scores will be determined by counting one point for each month of full-time qualifying service, i.e., from full-time hire date, less any time off for unpaid leave, suspensions, etc. In the event of ties, total state

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service will be used to determine seniority scores.

- B. The CDCR/CCHCS shall establish lists of BU 17 employees by classification in seniority score order. BU 17 employees may sign up for voluntary overtime by adding their name to the VOR. To ensure equitable volunteer overtime opportunity, BU 17 employees shall be provided an opportunity to choose a voluntary overtime slot once. Thereafter, all other BU 17 employees will be provided the same volunteer overtime opportunity once, assuring each BU 17 employee is provided an opportunity for one sign up before returning to the most senior employee and beginning the process again (i.e., the rotation will again start at the top of the seniority list and work its way down).
- C. If a specific position was indicated for the voluntary request, and was changed or no longer needed, the nursing supervisor will make all reasonable attempts to notify the affected BU 17 employee. If the BU 17 employee arrives to find the position changed or no longer needed, the BU 17 employee shall not be required to work that position, but may

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be offered an alternate assignment. If no alternate assignment is available, the BU 17 employee may choose to leave.

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D. Once a BU 17 employee has signed up for voluntary overtime, it is their responsibility to work that position, unless they have given the nursing supervisor, or their designee, seventy-two (72) hours notice to enable the timely scheduling of a replacement.




E. A BU 17 RN may "bump" a scheduled registry nurse at any time during the month, provided they give the nursing supervisor, or their designee, seventy-two (72) hours notice to enable them to notify the Registry that they will not be needed for the affected position.





F. BU17 employees may volunteer to work overtime in classifications other than their own, when it is appropriate.

446 TA
8/28/19

Management Counter Proposal

Bargaining Unit: SEIU Master

Date: 8/28/2019

Exclusive Representative: SEIU

Kristine Rodriguez

Article: 19

Gregory J. Crotty

Subject: Hours of Work and Overtime

19.14.17 Overtime Mandatory Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services (Unit 17)

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The CDCR/CCHCS shall make every effort to reduce the amount of mandatory overtime and mandatory holdovers, distribute overtime fairly amongst employees of the same classification(s) and provide employees notice of possible or actual unanticipated overtime assignments at least ninety (90) minutes in advance. CDCR Fire Camps shall be excluded from this section.

~~When an overtime assignment becomes available, either expected or unexpected, the CDCR/CCHCS shall make every effort to fill the assignment by the use of the Voluntary Overtime Roster (VOR). The VOR shall consist of Bargaining Unit 17 (BU 17) nursing staff (by classification) who desire to work overtime. The VOR shall be supplied, at a minimum, once a month, listing all the known and anticipated overtime assignments.~~

~~When the need arises to fill an overtime assignment and there are no names listed on the VOR, the supervisor shall attempt to fill through Permanent Intermittent Employees (PIEs), Retired Annuitants, on duty full and part-time BU 17 employees, and contract nursing registry, in this order. After these avenues have been exhausted, a BU 17 classification employee may be mandated to work overtime as outlined below.~~

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Voluntary Overtime

- A. ~~BU 17 classification employees shall be assigned voluntary overtime by departmental seniority, on a rotational basis by classification. Seniority scores will be determined by counting one point for each month of full-time qualifying service, i.e., from full-time hire date, less any time off for unpaid leave, suspensions, etc. In the event of ties, total state service will be used to determine seniority scores.~~
- B. ~~The CDCR/CCHCS shall establish lists of BU 17 employees by classification in seniority score order. BU 17 employees may sign up for voluntary overtime by adding their name to the VOR. To ensure equitable volunteer overtime opportunity, BU 17 employees shall be provided an opportunity to choose a~~

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Management Counter Proposal

~~voluntary overtime slot once. Thereafter, all other BU 17 employees will be provided the same volunteer overtime opportunity once, assuring each BU 17 employee is provided an opportunity for one sign up before returning to the most senior employee and beginning the process again (i.e., the rotation will again start at the top of the seniority list and work its way down).~~

- ~~C. If a specific position was indicated for the voluntary request, and was changed or no longer needed, the nursing supervisor will make all reasonable attempts to notify the affected BU 17 employee. If the BU 17 employee arrives to find the position changed or no longer needed, the BU 17 employee shall not be required to work that position, but may be offered an alternate assignment. If no alternate assignment is available, the BU 17 employee may choose to leave.~~
- ~~D. Once a BU 17 employee has signed up for voluntary overtime, it is their responsibility to work that position, unless they have given the nursing supervisor, or their designee, seventy-two (72) hours notice to enable the timely scheduling of a replacement.~~
- ~~E. A BU 17 RN may "bump" a scheduled registry nurse at any time during the month, provided they give the nursing supervisor, or their designee, seventy-two (72) hours notice to enable them to notify the Registry that they will not be needed for the affected position. [moved to 19.14.V]~~

Involuntary Overtime

- A. BU 17 employees (by classification) shall be assigned involuntary overtime on a rotating basis by inverse seniority.
- B. Each facility shall establish and maintain an up-to-date list, by inverse seniority of all full-time and part-time BU 17 employees (by classification). Staff shall only be assigned an involuntary slot once, until the entire list has been depleted.
- a. For the purpose of mandatory overtime rotation, employees who are charged FMLA leave shall be considered to have met their overtime obligation.
- C. The State shall refrain from assigning mandatory overtime on a BU 17 employee's RDO. For the purpose of this section, an employee's RDO begins immediately after completion of their normal shift before the RDO.
- D. It is not the State's intent to mandate BU 17 employees to work involuntary overtime in classifications other than their own. Consistent with that expressed

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Management Counter Proposal

intent, a BU 17 employee may only be mandated to work in another classification when all other appropriate and possible staffing efforts have been exhausted and it is operationally necessary. (This expressed intent, however, does not preclude BU 17 employees from volunteering to work overtime in classifications other than their own, when it is appropriate.)

E. Management shall make every attempt not to schedule BU 17 employees:

1. More than three (3) ~~four (4)~~ involuntary overtime shifts per month, effective January 2, 2020 ~~August 1, 2016~~, and implement reductions in accordance with Article 19.X and the Joint Labor Management Task Force; or
2. In excess of sixteen (16) hours continuously; or
3. In excess of two (2) overtime shifts within an employee's scheduled work week; or
4. More than two (2) consecutive calendar days; or
5. On the same holidays in two (2) consecutive years. Holidays are defined as those listed in Article 7.1.

F. Upon request of an employee who has been on duty continuously for fifteen (15) or more hours, the employer shall have the option to allow the employee to:

1. Take the next shift off on vacation, CTO, or holiday credit as staffing permits.
2. Adjust his/her shift starting time to provide a ten (10) hour break between shifts.
3. Take two (2) hours off without pay at the start of the next shift to provide a ten (10) hour break.

G. A mandated holdover of two (2) hours or more is considered a mandated overtime.

H. While on vacation, pre-approved absence, or on full workday absence due to sick leave*, Union leave or State release time, or any other authorized absence from the facility, BU 17 employees will not be considered for mandatory overtime. Upon return to work, the BU 17 employee will return to the involuntary rotation in seniority order.

And no more than 2 overtime shifts per month effective

July 1, 2021

Management Counter Proposal

*This includes instances where an employee was unable to complete their regular shift due to illness and had to be released from duty to go home.

- ~~I. In accordance with section 5.10 (Labor/Management Committee), CDCR/CCHCS's Labor Management Committee will address overtime issues within this section.~~

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Union Proposal
Unit 20 Joint table
Date 8/27/19

Proposal No: 4

The Union proposes the following language:

19.14.20- V Overtime Voluntary Scheduling - California Department of Corrections and Rehabilitation and California Correctional Health Care Services LVNs (Unit 20)

State

When an overtime assignment becomes available, either expected or unexpected, the CDCR/CCHCS shall make every effort to fill the assignment by the use of the Voluntary Overtime Roster (VOR). The VOR shall consist of Bargaining Unit 20 (BU 20) nursing staff who desire to work overtime. The VOR shall be supplied, at a minimum, once a month, listing all the known and anticipated overtime assignments.

Nothing in this provision would preclude the scheduling of a PIE in lieu of overtime.

- A. BU 20 LVNs shall be assigned voluntary overtime by BU 20 departmental seniority, on a rotational basis. Seniority scores will be determined by counting one point for each month of full-time BU 20 qualifying service, i.e., from full-time hire date,

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Handwritten notes on the left side of the page: 'TA', '0217 28 Aug 19', 'W. Wacker', 'A. Alim', 'K. Frank', and a signature.

less any time off for unpaid leave, suspensions, etc. In the event of ties, total state service will be used to determine seniority scores.

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B. The CDCR/CCHCS shall establish lists of BU 20 LVNs in seniority score order. BU 20 LVNs may sign up for voluntary overtime by adding their name to the VOR. To ensure equitable volunteer overtime opportunity, BU 20 LVNs shall be provided an opportunity to choose a voluntary overtime slot once. Thereafter, all other BU 20 LVNs will be provided the same volunteer overtime opportunity once, assuring each BU 20 LVN is provided an opportunity for one sign up before returning to the most senior employee and beginning the process again (i.e., the rotation will again start at the top of the seniority list and work its way down).

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C. If a specific position was indicated for the voluntary request, and was changed or no longer needed, the nursing supervisor will make all reasonable attempts to notify the affected BU 20 LVN. If the employee arrives to find the position changed or no

longer needed, the employee shall not be required to work that position, but may be offered an alternate assignment. If no alternate assignment is available, the BU 20 LVN may choose to leave.

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D. Once a BU 20 LVN has signed up for voluntary overtime, it is their responsibility to work that position, unless they have given the nursing supervisor, or their designee, seventy-two (72) hours notice to enable the timely scheduling of a replacement.

E. A BU 20 LVN may "bump" a scheduled registry LVN at any time during the month, provided they give the nursing supervisor, or their designee, seventy-two (72) hours notice to enable them to notify the Registry that they will not be needed for the affected position.

F. BU 20 employees may volunteer to work overtime in classifications other than their own.

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Management Counter Proposal

448 TA 8/28/19
Justin Rodriguez

Bargaining Unit: SEIU Master

Date:

Gregory J. Crotty

Exclusive Representative: SEIU

Article: 19

Subject: Hours of Work and Overtime

19.14.20 Overtime Mandatory Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services LVNs (Unit 20)

The CDCR/CCHCS shall make every effort to reduce the amount of mandatory overtime and mandatory holdovers, distribute overtime fairly amongst employees of the same classification(s) and provide employees notice of possible or actual unanticipated overtime assignments at least ninety (90) minutes in advance. CDCR Fire Camps shall be excluded from this section.

~~When an overtime assignment becomes available, either expected or unexpected, the CDCR/CCHCS shall make every effort to fill the assignment by the use of the Voluntary Overtime Roster (VOR). The VOR shall consist of Bargaining Unit 20 (BU 20) nursing staff who desire to work overtime. The VOR shall be supplied, at a minimum, once a month, listing all the known and anticipated overtime assignments. When the need arises to fill an overtime assignment and there are no names listed on the VOR, the supervisor shall attempt to fill through Permanent Intermittent Employees (PIEs), Retired Annuitants, on duty full and part-time BU 20 LVNs. After these avenues have been exhausted, a BU 20 LVN may be mandated to work overtime as outlined below.~~

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~~Nothing in this provision would preclude the scheduling of a PIE in lieu of overtime.~~

Voluntary Overtime

- ~~A. BU 20 LVNs shall be assigned voluntary overtime by BU 20 departmental seniority, on a rotational basis. Seniority scores will be determined by counting one point for each month of full-time BU 20 qualifying service, i.e., from full-time hire date, less any time off for unpaid leave, suspensions, etc. In the event of ties, total state service will be used to determine seniority scores.~~
- ~~B. The CDCR/CCHCS shall establish lists of BU 20 LVNs in seniority score order. BU 20 LVNs may sign up for voluntary overtime by adding their name to the VOR. To ensure equitable volunteer overtime opportunity, BU 20 LVNs shall be provided an opportunity to choose a voluntary overtime slot once. Thereafter, all~~

Management Counter Proposal

~~other BU 20 LVNs will be provided the same volunteer overtime opportunity once, assuring each employee is provided an opportunity for one sign up before returning to the most senior employee and beginning the process again. (i.e., the rotation will again start at the top of the seniority list and work its way down).~~

- ~~C. If a specific position was indicated for the voluntary request, and was changed or no longer needed, the nursing supervisor will make all reasonable attempts to notify the affected BU 20 LVN. If the employee arrives to find the position changed or no longer needed, the employee shall not be required to work that position, but may be offered an alternate assignment. If no alternate assignment is available, the BU 20 LVN may choose to leave.~~
- ~~D. Once a BU 20 LVN has signed up for a voluntary overtime, it is their responsibility to work that position, unless they have given the nursing supervisor, or their designee, seventy-two (72) hours notice to enable the timely scheduling of a replacement.~~
- ~~E. A BU 20 LVN may "bump" a scheduled registry LVN at any time during the month, provided they give the nursing supervisor, or their designee, seventy-two (72) hours notice to enable them to notify the Registry that they will not be needed for the affected position. [moved to 19.14.20 V]~~

Involuntary Overtime

- A. BU 20 LVNs shall be assigned involuntary overtime on a rotating basis by inverse seniority.
- B. Each facility shall establish and maintain an up-to-date list, by inverse seniority of all full-time and part-time BU 20 LVNs. Staff shall only be assigned an involuntary slot once, until the entire list has been depleted.
- a. For the purpose for mandatory overtime rotation, employees who are charged FMLA leave shall be considered to have met their overtime obligation.
- C. There shall be no mandatory overtime on a BU 20 LVN's RDO or pre-approved day off, (for the purposes of this section, an employee's RDO begins immediately after completion of their normal shift before the RDO) except:
1. In an emergency situation such as a natural disaster; or
 2. During a state of emergency declared by the State or Federal Authorities; or

Management Counter Proposal

3. During an emergency situation declared by a Warden, Superintendent, Executive Director, Chief Executive Officer or designee; or
4. During a severe internal emergency (e.g., an incident which necessitates assistance from an outside agency or a health care crisis); or
5. When the employee's shift relief does not report for work or gave less than two (2) hours notice of intent not to report for work, an employee may be mandated if no volunteer is available; or
6. ~~When all other options have been exhausted.~~

D. Management shall make every attempt not to schedule BU 20 LVNs:

1. More than ~~four (4)~~ five (5) involuntary overtime shifts per month, effective ~~January 2, 2020 August 1, 2016~~, and implement reductions in accordance with Article 19.X and the Joint Labor Management Task Force; or
 2. In excess of sixteen (16) hours continuously; or
 3. In excess of two (2) overtime shifts within an employee's scheduled work week; or
 4. More than two consecutive calendar days; or
 5. On the same holidays in two (2) consecutive years. Holidays are defined as those listed in Article 7.1.
- E. It is not the intent to mandate employees to work overtime in classifications other than their own. Consistent with the expressed intent, an employee may only be mandated to work in another classification when all other appropriate and possible staffing efforts have been exhausted and it is operationally necessary. This expressed intent, however, does not preclude employees from volunteering to work overtime in classifications other than their own.
- F. Upon request of an employee who has been on duty continuously for fifteen (15) or more hours, the employee shall have the option to:
1. Take the next shift off on vacation, CTO, or Holiday credit as staffing permits.

And no more than 3 over-time shifts per month effective July 1, 2021

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Management Counter Proposal

2. Adjust his/her shift starting time to provide a ten (10) hour break between shifts.
3. Take two (2) hours off without pay at the start of the next shift to provide a ten (10) hour break.

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- G. A mandated holdover of two (2) hours or more is considered a mandated overtime.
- H. While on vacation, pre-approved absence, or on full work day absence due to sick leave*, Union leave or State release time, or any other authorized absence from the facility, BU 20 LVNs will not be considered for mandatory overtime. Upon return to work, the BU 20 LVN will return to the involuntary rotation in seniority order.

*This includes instances where an employee was unable to complete their regular shift due to illness and has been approved to be released from duty to go home.

- ~~I. In accordance with section 5.10 (Labor/Management Committee), CDCR/CCHCS's Labor Management Committee will address overtime issues within this section.~~

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Union Proposal
Bargaining Unit 17
Date 8/26/19

Proposal No: 3

The Union proposes the following modified language:

19.15.17 – V Overtime Voluntary Scheduling (Excluding CDCR) (Unit 17)

A. Upon request, and where practical, the State shall, upon consultation with the Union, establish a system to request and utilize qualified volunteers to perform overtime work from within the appropriate work area(s). The State shall distribute overtime fairly insofar as circumstances of health and safety permit, and provide employees notice of possible or actual overtime assignments.

B. Overtime shall first be offered to level-of-care employees for level-of-care overtime assignments before allowing other BU 17 classifications to work overtime. The State shall also consider the use of intermittents, in-house registries, or float pools.

C. BU 17 employees may volunteer to work overtime

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Kristine Rodriguez TA

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in classifications other than their own.

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TA HLF AM 8/28/19
Kristine Rodriguez
Gregory J. Cettely

Management Counter Proposal

Bargaining Unit: 17

Exclusive Representative: SEIU

Date:

ARTICLE 19

19.15.17 Overtime Mandatory Scheduling (Excluding CDCR) (Unit 17)

A. The Departments recognize and understand the importance of reducing overtime to Unit 17 employees. To this end, the Departments will make every effort to schedule staff in a manner that will reduce the need for mandatory overtime. Both parties agree that mandatory overtime is an undesirable method of providing staff coverage.

B. There shall be no mandatory overtime on an employee's RDO (an employee's RDO begins at the end of the employee's last scheduled shift in the workweek) or pre-approved day off, except:

1. In an emergency situation such as a natural disaster; or
2. During a state of emergency declared by the State or Federal authorities; or
3. During an emergency situation declared by a Superintendent, Executive Director or designee; or
4. During a severe internal emergency (e.g., an incident which necessitates assistance from an outside agency or a health care crisis); or
5. When the employee's shift relief does not report for work or gave less than two (2) hours notice of intent not to report for work, an employee may be mandated if no volunteer is available;
6. ~~When all other options have been exhausted.~~

C. Except in cases of emergency or planned program activity employees shall not be required to work:

1. More than three (3) ~~four (4)~~ mandatory overtime shifts per month of at least two (2) hours of duration, effective January 2, 2020; and implement reductions in accordance with Article 19.x and the Joint Labor Management Task Force; or
2. In excess of sixteen (16) hours continuously in a forty-eight (48) hour period; or
3. In excess of two (2) mandatory overtime shifts in an employee's scheduled work week; or

And no more than 2 overtime shifts per month effective July 1, 2021

you work

TA Union
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Monica Smith
B. Mitchell
Dist. Stearn
Tony Zuluaga

4. When an employee is required to work twelve (12) to sixteen (16) hours that employee shall not be mandated to work overtime the next calendar day.

D. It is not the intent to mandate employees to work overtime in classifications other than their own. Consistent with the expressed intent, an employee may only be mandated to work in another classification when all other appropriate and possible staffing efforts have been exhausted and it is operationally necessary. This expressed intent, however, does not preclude employees from volunteering to work overtime in classifications other than their own.

~~E. Upon request, and where practical, the State shall, upon consultation with the Union, establish a system to request and utilize qualified volunteers to perform overtime work from within the appropriate work area(s). Through the establishment of such a system, the State will endeavor to reduce the amount of mandatory overtime and number of mandatory holdovers, distribute overtime fairly insofar as circumstances of health and safety permit, and provide employees notice of possible or actual overtime assignments. The State shall also consider the use of intermittents, in-house registries, or float pools. [moved to 19.15.17 V]~~

~~F.E. Before an employee is required to work mandatory overtime, every reasonable effort will be made to find an acceptable volunteer within the program where the employee works. Overtime shall first be offered to level-of-care employees for level-of-care overtime assignments before allowing other BU 17 classifications to work overtime. [move to 19.15.17 V]~~

~~G.F. Upon request of an employee who has been on duty continuously for fifteen (15) or more hours, the employer shall have the option to:~~

- ~~1. Allow the employee to take the next shift off on vacation, CTO, or Holiday credit as staffing permits.~~
- ~~2. Adjust the employee's shift starting time to provide a ten (10) hour break between shifts.~~
- ~~3. Allow the employee to take two (2) hours off without pay at the start of the next shift to provide a ten (10) hour break. Management will take into account the employee's preference.~~

G. Employees shall not be made to work mandatory overtime on the same holidays in two (2) consecutive years. Holidays are defined as those listed in Article 7.1.

H. For the purpose of mandatory overtime rotation, employees who are charged FMLA leave shall be considered to have met their overtime obligation in accordance with section C 1 above.

I. The department will endeavor to provide employees notice of at least ninety (90) minutes in advance notice of possible or actual mandatory overtime assignments.

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J. While on vacation, pre-approved absence, or on full work day absence due to sick leave*, Union leave or State release time, or any other authorized absence from the facility, employees will not considered for mandatory overtime.

*This includes instances where an employee was unable to complete their regular shift due to illness and had to be released from duty to go home.

H.L. The Department of Developmental Services:

- ~~1. Facilities that utilize the "red dot blue dot" system for assigning overtime will count time worked, as a result of either a red dot or blue dot assignment, toward the mandatory overtime limitations.~~
- ~~2. At management's discretion all RN's at a facility may be included in the mandatory overtime distribution process.~~

~~I. M. In accordance with section 5.10 (Labor/Management Committee), each Department's Labor Management Committee will address overtime issues within this section.~~

TA
Union
K. Stewart
W. S. J.
P. M. J.
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Tony Zuck

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Union Proposal
Unit 20 Joint table
Date 8/27/19

Proposal No: 4

TA
0218 28 Aug 19
W. Swadlow
Julia Plame
Karen Frank
W. J.
Steve Miles

The Union proposes the following language:

19.15.20- V Overtime Voluntary Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services CNAs (Unit 20)

State

When an overtime assignment becomes available, either expected or unexpected, the CDCR/CCHCS shall make every effort to fill the assignment by the use of the Voluntary Overtime Roster (VOR). The VOR shall consist of Bargaining Unit 20 (BU 20) nursing staff who desire to work overtime. The VOR shall be supplied, at a minimum, once a month, listing all the known and anticipated overtime assignments.

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Nothing in this provision would preclude the scheduling of a PIE in lieu of overtime.

Kristine Rodriguez
TA

- A. BU 20 CNAs shall be assigned voluntary overtime by BU 20 departmental seniority, on a rotational basis. Seniority scores will be determined by counting one point for each month of full-time BU 20 qualifying service, i.e., from full-time hire date,

less any time off for unpaid leave, suspensions, etc. In the event of ties, total state service will be used to determine seniority scores.

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B. The CDCR/CCHCS shall establish lists of BU 20 CNAs in seniority score order. BU 20 CNAs may sign up for voluntary overtime by adding their name to the VOR. To ensure equitable volunteer overtime opportunity, BU 20 CNAs shall be provided an opportunity to choose a voluntary overtime slot once. Thereafter, all other BU 20 CNAs will be provided the same volunteer overtime opportunity once, assuring each BU 20 CNA is provided an opportunity for one sign up before returning to the most senior employee and beginning the process again (i.e., the rotation will again start at the top of the seniority list and work its way down).

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C. If a specific position was indicated for the voluntary request, and was changed or no longer needed, the nursing supervisor will make all reasonable attempts to notify the affected BU 20 CNA. If the employee arrives to find the position changed or no

longer needed, the employee shall not be required to work that position, but may be offered an alternate assignment. If no alternate assignment is available, the BU 20 CNA may choose to leave.

E. Swadlow
Steve Blum
Karen Frank
W. J.
Ray Charles

- D. Once a BU 20 CNA has signed up for voluntary overtime, it is their responsibility to work that position, unless they have given the nursing supervisor, or their designee, seventy-two (72) hours notice to enable the timely scheduling of a replacement.
- E. A BU 20 CNA may "bump" a scheduled registry CNA at any time during the month, provided they give the nursing supervisor, or their designee, seventy-two (72) hours notice to enable them to notify the Registry that they will not be needed for the affected position.
- F. BU 20 employees may volunteer to work overtime in classifications other than their own.

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Management Counter Proposal

44a AM 8/28/19 TA
Kustrododriguez
Gregory J. Crettoff
D.C.

Bargaining Unit: 20

Date:

Exclusive Representative: SEIU

Article: 19.15.20

Subject: Overtime Mandatory Scheduling – California Department of Corrections and Rehabilitation and California Correctional Health Care Services CNAs (Unit 20)

The CDCR/CCHCS shall make every effort to reduce the amount of mandatory overtime and mandatory holdovers, distribute overtime fairly amongst employees of the same classification(s) and provide employees notice of possible or actual unanticipated overtime assignments at least ninety (90) minutes in advance. CDCR Fire Camps shall be excluded from this section.

When an overtime assignment becomes available, either expected or unexpected, the CDCR/CCHCS shall make every effort to fill the assignment by the use of the Voluntary Overtime Roster (VOR). The VOR shall consist of Bargaining Unit 20 (BU 20) nursing staff who desire to work overtime. The VOR shall be supplied, at a minimum, once a month, listing all the known and anticipated overtime assignments. When the need arises to fill an overtime assignment and there are no names listed on the VOR, the supervisor shall attempt to fill through Permanent Intermittent Employees (PIEs), Retired Annuitants, and on duty full and part-time BU 20 CNAs. After these avenues have been exhausted, a BU 20 CNA may be mandated to work overtime as outlined below.

Nothing in this provision would preclude the scheduling of a PIE in lieu of overtime.

Voluntary Overtime

- A. BU 20 CNAs shall be assigned voluntary overtime by BU 20 departmental seniority, on a rotational basis. Seniority scores will be determined by counting one point for each month of full-time BU 20 qualifying service, i.e., from full-time hire date, less any time off for unpaid leave, suspensions, etc. In the event of ties, total State service will be used to determine seniority scores.
- B. The CDCR/CCHCS shall establish lists of BU 20 CNAs in seniority score order. BU 20 CNAs may sign up for voluntary overtime by adding their names to the VOR. To ensure equitable volunteer overtime opportunity, BU 20 CNAs shall be provided an opportunity to choose a voluntary overtime slot once. Thereafter, all other BU 20 CNAs will be provided the same volunteer overtime opportunity once,

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28 Aug 19

Management Counter Proposal

~~assuring each employee is provided an opportunity for one sign up before returning to the most senior employee and beginning the process again (i.e., the rotation will again start at the top of the seniority list and work its way down).~~

- ~~C. If a specific position was indicated for the voluntary request, and was changed or no longer needed, the nursing supervisor will make all reasonable attempts to notify the affected BU 20 CNA. If the employee arrives to find the position changed or no longer needed, the employee shall not be required to work that position, but may be offered an alternate assignment. If no alternate assignment is available, the BU 20 CNA may choose to leave.~~
- ~~D. Once a BU 20 CNA has signed up for a voluntary overtime, it is their responsibility to work that position, unless they have given the nursing supervisor, or their designee, seventy-two (72) hours notice to enable the timely scheduling of a replacement.~~
- ~~E. A BU 20 CNA may "bump" a scheduled registry CNA at any time during the month, provided they give the nursing supervisor, or their designee, seventy-two (72) hours notice to enable them to notify the Registry that they will not be needed for the affected position. [moved to 19.15.20 V]~~

~~Involuntary Overtime~~

- ~~A. BU 20 CNAs shall be assigned involuntary overtime on a rotating basis by inverse seniority.~~
- ~~B. Each facility shall establish and maintain an up-to-date list, by inverse seniority, of all full-time and part-time BU 20 CNAs. Staff shall only be assigned an involuntary slot once, until the entire list has been depleted.~~
- ~~a. For the purpose of mandatory overtime rotation, employees who are charged FMLA leave shall be considered to have met their overtime obligation.~~
- ~~C. There shall be no mandatory overtime on a BU 20 CNA's RDO or pre-approved day off, (for the purposes of this section, an employee's RDO begins immediately after completion of their normal shift before the RDO) except:~~
- ~~1. In an emergency situation such as a natural disaster; or~~
 - ~~2. During a state of emergency declared by the State or Federal Authorities; or~~

Management Counter Proposal

3. During an emergency situation declared by a Warden, Superintendent, Executive Director, Chief Executive Officer or designee; or
4. During a severe internal emergency (e.g., an incident which necessitates assistance from an outside agency or a health care crisis); or
5. When the employees shift relief does not report for work or gave less than two (2) hours notice of intent not to report for work, an employee may be mandated if no volunteer is available; or
6. ~~When all other options have been exhausted.~~

D. Management shall make every attempt not to schedule BU 20 CNAs:

1. More than four (4) ~~five (5)~~ involuntary overtime shifts per month, effective January 2, 2020 ~~August 1, 2016~~, and implement reductions in accordance with Article 19.X and the Joint Labor Management Task Force; or
2. In excess of sixteen (16) hours continuously; or
3. In excess of two (2) overtime shifts within an employee's scheduled work week; or
4. More than two (2) consecutive calendar days; or
5. On the same holidays in two (2) consecutive years. Holidays are defined as those listed in Article 7.1.

E. It is not the intent to mandate employees to work overtime in classifications other than their own. Consistent with the expressed intent, an employee may only be mandated to work in another classification when all other appropriate and possible staffing efforts have been exhausted and it is operationally necessary. This expressed intent, however, does not preclude employees from volunteering to work overtime in classifications other than their own.

F. Upon request of an employee who has been on duty continuously for fifteen (15) or more hours, the employee shall have the option to:

1. Take the next shift off on vacation, CTO, or holiday credit as staffing permits.

AND NO MORE THAN 3 OVERTIME SHIFTS PER MONTH EFFECTIVE July 1, 2021

Management Counter Proposal

2. Adjust his/her shift starting time to provide a ten (10) hour break between shifts.
3. Take two (2) hours off without pay at the start of the next shift to provide a ten (10) hour break.

Russell G. A mandated holdover of two (2) hours or more is considered a mandated overtime.

Steve
W
Kara H. While on vacation, pre-approved absence, on a full workday absence due to sick leave*, Union leave, State release time, or any other authorized absence from the facility, BU 20 CNAs will not be considered for mandatory overtime. Upon return to work, the BU 20 CNA will return to the involuntary rotation in seniority order.

*This includes instances where an employee was unable to complete their regular shift due to illness and has been approved to be released from duty to go home.

I. ~~In accordance with section 5.10 (Labor/Management Committee), CDCR/CCHCS's Labor Management Committee will address overtime issues within this section.~~

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Union Proposal
Unit 17 & 20 Sidetable

Date 8/26/19

Proposal No: 3

TA
0207 28 Aug 19
Unit 17

The Union proposes the following:

19.34 Department of Corrections and Rehabilitation (CDCR)

- Division of Juvenile Justice (DJJ) and California

Correctional Health Care Services (CCHCS) Joint Labor

Management Task Force for the Strategic

Elimination/Reduction of Mandatory Overtime for RNs,

LVNs, CNAs, and MAs at Department of Corrections and

Rehabilitation (CDCR) and California Correctional Health

Care Services (CCHCS) Joint Labor Management Task

Force) (Units 17 and 20)

The Union and the State agree that mandatory overtime is not an effective staffing tool. To that end, the parties recognize and understand the importance of strategically eliminating/reducing mandatory overtime for Registered

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Unit 20
Alissa
Karon
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Patricia

Nurses (RNs), Licensed Vocational Nurses (LVNs), and Certified Nurse Assistants (CNAs), and Medical Assistants (MAs). ~~The parties also recognize that there are going to be circumstances and emergencies where mandatory overtime is necessary, however, it should be the exception and not the norm.~~

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A. To accomplish the strategic elimination/reduction of mandatory overtime by January 1, 2021, the parties agree to continue the Joint Labor Management Task Force (JLMTF) established in the 2016-2020 contract.

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B. The JLMTF shall consist of an equal number of Union and CDCR/CCHCS committee members; not to exceed four (4) representatives for each side. Each shall appoint their own co-chair. The dates and times shall be mutually determined and the committee members shall not suffer loss in compensation.

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C. The JLMTF shall meet every other month to determine the triggers that necessitate the use of MOT outside of emergencies, and develop a toolkit to help the different facilities as they reduce mandatory overtime.

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~~B. The JLMTF shall reach the following benchmarks:~~

- ~~1. Meet quarterly to develop recommendations; and~~
- ~~2. CDCR/CCHCS shall track the number of voluntary and mandatory overtime hours at each facility for RNs, LVNs and CNAs. On a quarterly basis, CDCR/CCHCS shall submit to the Union the total number of voluntary and mandatory overtime hours worked.~~

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~~C. By November 1, 2018, the JLMTF shall make recommendations on the following:~~

- ~~a. Patient and staff needs by tracking trends in patient acuity, overtime use and overall staffing processes;~~
- ~~b. Training, for applicable employees, on core staffing principles, best practices, the appropriate~~

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~~use of overtime, and ways to avoid mandatory overtime; and~~

~~e. Assessment and staffing best practices, a contingency staffing system, avenues for staff engagement in the scheduling process, and creative scheduling solutions.~~

~~D. The State and the Union shall develop a plan for implementing the JLMTF recommendations.~~

Unit 17

~~[Handwritten signatures for Unit 17]~~

State

Unit 20

~~[Handwritten signatures for Unit 20]~~

~~[Handwritten signatures]~~



Union Proposal
Master Table

Date _____

*State
Justine Rodriguez*

TA 2:09 AM

Proposal No: 2

*TA
0209 28 Aug 19
Unit # 17
K Carant*

The Union proposes to DELETE the following language:

~~19.35 Elimination/Reduction of Mandatory Overtime for RNs and LVNs at Department of Developmental Services (DDS) Joint Labor Management Task Force (Units 17 and 20)~~

~~The Union and the State agree that mandatory overtime is not an effective staffing tool. To that end the parties recognize and understand the importance of eliminating/reducing mandatory overtime for Registered Nurses (RNs) and Licensed Vocational Nurses (LVNs). The parties also recognize that there are going to be circumstances and emergencies where mandatory overtime is necessary; however, it should be the exception and not the norm.~~

~~A. To accomplish the elimination/reduction of mandatory overtime by July 1, 2019, the parties agree to establish a Joint Labor Management Task Force (JLMTF) within ninety (90) days of the ratification of this contract.~~

~~The JLMTF shall consist of an equal number of~~

*K Carant
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Tommy...
Dir Steiden*

*Unit 20
Susan...
Janet Frankh
Steve...
W...
Patricia...*

*State
Justine Rodriguez
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~~Union and DDS committee members; not to exceed four (4) representatives for each side. Each shall appoint their own co-chair. The dates and times shall be mutually determined and the committee members shall not suffer a loss in compensation.~~

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~~B. The JLMTF shall reach the following benchmarks:~~

- ~~1. Meet quarterly to develop recommendations; and~~
- ~~2. The DDS shall track the number of voluntary and mandatory overtime hours at each facility for RNs and LVNs. On a quarterly basis, the DDS shall submit to the Union the total number of voluntary and mandatory overtime hours worked.~~

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~~C. By November 1, 2018, the JLMTF shall make recommendations on the following:~~

- ~~1. Patient and staff needs by tracking trends in patient acuity, overtime use and overall staffing processes;~~
- ~~2. Training, for applicable employees, on core staffing principles, best practices, the appropriate~~

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~~use of overtime, and ways to avoid mandatory overtime; and~~

~~3. Assessment and staffing best practices, a contingency staffing system, avenues for staff engagement in the scheduling process, and creative scheduling solutions.~~

~~D. The State and the Union shall develop a plan for implementing the JLMTF recommendations.~~

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W. J. ...
P. Stecker
Myra ...
Russ ...
Karen Frakle
Steve ...
W. J. ...
Richard J. ...

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Union Proposal

Master Table

Date 8/26/19

*State
Kristine Rodriguez
2:10 AM*

Proposal No: 2

*TA
0210 28 Aug 19
Unit 17
yfw*

The Union proposes to modify the following language:

19.36 Department of State Hospitals (DSH) Joint Labor Management Task Force for the Strategic

Elimination/Reduction of Mandatory Overtime for RNs and LVNs (Units 17 and 20)

The Union and the State agree that mandatory overtime is not an effective staffing tool. To that end, the parties recognize and understand the importance of strategically *-reducing* eliminating mandatory overtime for Registered Nurses (RNs) and Licensed Vocational Nurses (LVNs). The parties also recognize that ~~there are going to be circumstances and emergencies where mandatory overtime is necessary;~~ however, it should be the exception and not the norm.

State

[Handwritten signatures in blue ink]

A. To accomplish the strategic reduction of mandatory overtime by January 1, 2021, the parties agree to continue the Joint Labor Management Task Force

[Handwritten signatures and notes for Unit 17 and Unit 20]

(JLMTF) established in the 2016-2020 contract.

B. The JLMTF shall consist of an equal number of Union and DSH committee members; not to exceed four (4) representatives for each side. Each shall appoint their own co-chair. The dates and times shall be mutually determined and the committee members shall not suffer loss in compensation.

C. The JLMTF shall meet every other month to determine the triggers that necessitate the use of mandatory overtime outside of emergencies, and develop a toolkit to help the different facilities as they reduce mandatory overtime.

~~B.~~ The JLMTF shall reach the following benchmarks:

~~1. Meet quarterly to develop recommendations; and~~

~~2. DSH shall track the number of voluntary and mandatory overtime hours at each facility for~~

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~~RNs and LVNs. On a quarterly basis, DSH shall submit to the Union the total number of voluntary and mandatory overtime hours worked.~~

Unit 14
~~K. [unclear] [unclear]~~
Dai Steady
Troy Zuber
[unclear]
[unclear]

~~C. By November 1, 2018, the JLMTF shall make recommendations on the following:~~

~~a. Patient and staff needs by tracking trends in patient acuity, overtime use and overall staffing processes;~~

~~b. Training, for applicable employees, on core staffing principles, best practices, the appropriate use of overtime, and ways to avoid mandatory overtime; and~~

~~c. Assessment and staffing best practices, a contingency staffing system, avenues for staff engagement in the scheduling process, and creative scheduling solutions.~~

~~D. The State and the Union shall develop a plan for implementing the JLMTF recommendations.~~

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[unclear]
[unclear]
[unclear]

Unit 20
Randy Kenna
Steve Hales
W. [unclear]
Kara Frank



Union Proposal
Master Table

Date 8/26/19

*State
Frestue Rodriguez
2/2/19*

Proposal No: 2

The Union proposes to modify the following language:

19.37 Department of Veterans Affairs (DVA) Joint Labor Management Task Force for the Strategic Elimination/Reduction of Mandatory Overtime for RNs, LVNs, and CNAs (Units 17 and 20)

The Union and the State agree that mandatory overtime is not an effective staffing tool. To that end, the parties recognize and understand the importance of strategically eliminating/reducing mandatory overtime for Registered Nurses (RNs), Licensed Vocational Nurses (LVNs), and Certified Nurse Assistants. ~~The parties also recognize that there are going to be circumstances and emergencies where mandatory overtime is necessary; however, it should be the exception and not the norm.~~

A. To accomplish the strategic elimination/reduction of mandatory overtime by January 1, 2021, July 1st,

*TA
0212 28 Aug 19
W. G. W. A. C. E. R.*

*Unit 17
K. Cant
Teresa
B. M. B. B.
D. S. T. A. D. E. R.
T. M. J. Z. U. L. A. N.*

*Unit 26
K. A. R. A. N.
S. T. A. C. E. S.
C. H. A. R. L. E.
W. J. R.*

*State
K. K.
A.
A. J.
D. N.
S. J.
K. A. N. T.
A. M. B.*

~~2019 the parties agree to continue establish a the
Joint Labor Management Task Force (JLMTF)
established in the 2016-2020 contract within ninety
(90) days of the ratification of the contract.~~

B. The JLMTF shall consist of an equal number of Union and CDVA committee members; not to exceed four (4) representatives for each side. Each shall appoint their own co-chair. The dates and times shall be mutually determined and the committee members shall not suffer loss in compensation.

C. The JLMTF shall meet every other month to determine the triggers that necessitate the use of mandatory overtime outside of emergencies, and develop a toolkit to help the different facilities as they reduce mandatory overtime.

~~B.~~ The JLMTF shall reach the following benchmarks:

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~~1. Meet quarterly to develop recommendations; and~~

~~2. CDVA shall track the number of voluntary and mandatory overtime hours at each facility for RNs, LVNs and CNAs. On a quarterly basis, CDCR/CCHCS shall submit to the Union the total number of voluntary and mandatory overtime hours worked.~~

~~C. By November 1, 2018, the JLMTF shall make recommendations on the following:~~

~~a. Patient and staff needs by tracking trends in patient acuity, overtime use and overall staffing processes;~~

~~b. Training, for applicable employees, on core staffing principles, best practices, the appropriate use of overtime, and ways to avoid mandatory overtime; and~~

~~c. Assessment and staffing best practices, a contingency staffing system, avenues for staff engagement in the scheduling process, and creative scheduling solutions.~~

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C. ~~The State and the Union shall develop a plan for implementing the JLMTF recommendations.~~

W. Newaker

Unit 17

~~Tom~~

~~Bob~~

Bill

Daisy

Tom

State

Unit 20

Steve

Karen

Steve Charles

W. Newaker

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Union Proposal
Bargaining Unit 20

Date 8/26/20

Proposal No: 3

TA
0932 > 7 Aug 19
Union

The Union proposes the following language:

8.26.20 CDCR-CCHCS Vacation Scheduling - Licensed Vocational Nurses (LVN), and Certified Nursing Assistants, (CNA), and Medical Assistants (MAs)(Unit 20)

Rose Frank
Karen Frank
Steph Charles
WJ
USWADER

- A. ~~Upon the request of t~~The Union and the State, the parties shall continue to meet to develop a standardized vacation scheduling procedure for all CDCR-CCHCS Adult Institutions.
- B. The Union and the State shall select up to ten (10) representatives (5 on Official Business), who shall serve with no loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses, as a result of attending the meeting.
- C. CDCR-CCHCS shall finalize a standardized vacation scheduling procedure by April 1, 2020 and implement no later than October 1, 2020.

State TA
Katherine Rodriguez
[Signature]
[Signature]
[Signature]
[Signature]



Union Proposal
Bargaining Unit 17

Date 8/26/19

Proposal No: 3

The Union proposes the following language:

8.27.17 CDCR-CCHCS Vacation Scheduling (Unit 17)

- A. Upon the request of ~~t~~The Union and the State, the parties shall continue to meet to develop a standardized vacation scheduling procedure for all CDCR-CCHCS institutions.
- B. The Union and State shall select up to ten (10) representatives (five (5) on Official Business), who shall serve with no loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses, as a result of attending the meeting.
- C. CDDCR-CCHCS shall finalize a standardized vacation scheduling procedure by April 1, 2020 and implement no later than October 1, 2020.

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