



Union Proposal

Master Table

Date 8/8/2019

Proposal No: 1

TA  
8/19/19 15:28

Wagner

800

TRIM

Karen

Bob

Robert

Mark

Al

Deanne

Myra

Book

The Union proposes the following rollover language:

**10.1 Health and Safety Commitment**

The State is committed to providing a safe and healthy work place for State employees. The Union supports a positive and strong health and safety program and shall cooperate with the State's efforts in this regard.

TA 8-8-19

State

3:28 PM

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Donna Hudesky  
Susan Dawcy

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Key Boss

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5/1/2019 10:18 AM

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Union Proposal

Master Table

Date 8/8/2019

IA  
8-8-19  
3:29 pm

Proposal No: 1

The Union proposes the following rollover language:

**10.2 Health and Safety Committees**

- A. The parties agree that Joint Union/Management Health and Safety Committees are appropriate. At the Union's request, each department shall establish at least one Joint Union/Management Health and Safety Committee.
- B. At the Union's request, the State may establish local work site Joint Union/Management Health and Safety Committees consisting of an equal number of Union and management representatives to address specific areas of concern. These committees shall meet, at least, quarterly unless there is a mutual agreement between a department and the Union to meet on a different schedule. These committees shall meet for the purpose of discussing health and safety problems, recommending appropriate actions on health and safety issues such as, but not limited to, indoor air quality, safety promotion, cumulative trauma disorders,

State

Mane Polito  
Anna Hadley  
Susan Dav...

Ben  
Ben

John

Steve

Mike Dross  
Stacy

Mike  
My Guyan

Greg  
Greg

IA  
8 Aug 19 1529  
Wagner

808

Wagner  
Brad Weller  
Robert

Ma  
Kamant

Alema

Mye Cade

Brook Ren

8-8-19

egrewall

808

employees safety training, preventing neck and back injuries, record keeping, and how to encourage employees to be more conscious of safety. The twenty-four (24) hour institutions agree to continue local worksite health and safety committees.

Stat

William  
Karen  
Burl  
Robert  
Mast  
K. Smart  
K. L. Linn  
Muel Card  
Bridget Peen

- C. Employees appointed to serve on the committee shall serve without loss of compensation.
- D. To the extent permitted by law, and upon request, copies of employee occupation injury reports will be furnished to the appropriate Joint Union/Management Health and Safety Committee and shall remain confidential.
- E. The parties agree that training on domestic violence, workplace security, rape prevention, and assaultive behavior are appropriate subjects for high priority consideration by the Joint Union/Management Health and Safety Committee.

Ph  
MP  
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BEG  
BLW

atkinson



Union Proposal

Master Table

Date 8-12-19

TA

8-12-19

Proposal No: 1

1:10 PM

The Union proposes the following rollover language:

**10.3 Occupational Hazards**

When an employee in good faith believes that he/she is being required to work where an immediate and recognizable threat to his/her health and safety exists, he/she will so notify his/her supervisor. The supervisor will immediately investigate the situation and either direct the employee to perform some other task away from the occupational hazard(s) or proclaim the area safe and direct the employee to proceed with his/her assigned duties. This direction shall normally be after consulting with higher level supervisory or management staff. If the Union or the employee still believes the unsafe condition(s) exist, the Union or the employee may file a grievance alleging a violation of this section in accordance with the Health and Safety grievance procedure.

Start

Handwritten signatures on the right side of the page, including names like 'Pamela', 'Susan Davery', and others.

Handwritten notes in the top left: 'Holiday', 'TA - 1310', '12 Aug 19', and 'Wade Walker'.

Handwritten signatures on the left side of the page, including names like 'Keren', 'Brad', 'Ma', 'of Comant', 'Klaus', 'Myel', and 'Brock'.

Handwritten signatures at the bottom right, including names like 'Gregory J. Cetta' and 'Cecilia'.

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Union Proposal

Master Table

Date 8-12-19

TA

8/12/19

Proposal No: 1 1:11 PM

IA  
12 Aug 19 - 13 11

W. Swartz

The Union proposes the following rollover language:

**10.4 Injury and Illness Prevention Programs (IIPP)**

A. Each department shall establish, implement, and maintain an IIPP. The program shall be in writing and distributed and/or made available to all employees.

B. If any dispute arises with regard to this section, an employee may file a grievance.

The decision reached at the CalHR level shall be final.

Stark

[Handwritten signatures: Paul, S.S., Susan Davay, etc.]

[Handwritten signatures: TIA, Karen Jeffis, Brad, etc.]

[Handwritten signatures: Greg, Alan, Gregory J. Cettely, etc.]

[Handwritten signature]



Union Proposal  
Bargaining Unit 11

2:10  
7/29/19

Date \_\_\_\_\_

Proposal No: 1

The Union proposes the following rollover language:

**10.5.11 Health and Safety Education and Training (Unit 11)**

A. Where the State identifies a need, the State will provide health and safety information to all employees as a part of an on-going program of health and safety awareness and education. Such information may be reviewed and updated annually with input from the departmental Joint Union/Management Health and Safety Committee(s).

B. Employees may request to receive additional job-specific health and safety training as needed and deemed appropriate by the State.

C. Where <sup>d. for</sup> ~~Departmental~~ Joint Union/Management Health and Safety Committee(s) have been formed, information regarding Health and Safety Education Training may be an appropriate topic of discussion in these meetings. The departments agree to consider health and safety education and

T/A  
4:15 PM  
Bw  
@

DBB  
A.M.  
M

T/A 4:15 PM  
07/29/19  
VN  
TH  
CF  
LF  
[Signature]

training recommendations issued by these joint  
committee(s).

Brend Willis  
Ann Hutson

Patrick James  
AFCO

Page 2 of 2  
Albert Mansfield  
M. Hill

TA 4:15pm  
07/24/19

W. H. H. H.  
v. m.  
C. H. H. H.

A.  
ESP

7/23/2019 9:50 AM



Union Proposal  
Bargaining Unit 17  
Date 7/30/19

TA

Proposal No: 1

TA 1:30pm  
union

The Union proposes the following rollover language:

**10.5.17 Safety Orientation (Unit 17)**

- A. Unit 17 employees in twenty-four (24) hour facilities shall be provided orientation which includes safety policies, procedures, CPR, and the use of safety devices, within forty-five (45) days of hire.
- B. Safety orientation in other facilities shall be provided within forty-five (45) days; however, CPR training will be made available within twelve (12) months of hire.

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K. Cowart  
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 State  
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Management Counter Proposal

Bargaining Unit: 20

Date:

8/8/19  
passed @ 1:11am

Exclusive Representative: SEIU

Article: 10.5.20

Subject: Safety Orientation (Unit 20)

The State shall endeavor to provide Unit 20 employees in twenty-four (24) hour facilities orientation which includes: safety policies, procedures, CPR and the use of safety devices within ~~two (2) months~~ forty-five (45) days of hire and will provide this orientation no later than five (5) months from date of hire.

TA  
@ 11:02  
SEIU 1000  
8/8/19

*[Handwritten signatures in blue and purple ink]*  
Karen Franklin  
Steph Charles  
Fabrizio J. Heyman

State  
*[Handwritten signatures in blue ink]*  
Annette Kan  
Jeff Miller

@ 1:29pm



Union Proposal  
Bargaining Unit 21  
Date 7/20/19

Proposal No: 1

7/20/19

Miguel Cordero

*[Handwritten signature]*

The Union proposes the following rollover language:

**10.5.21 Health Promotion Activities (Unit 21)**

State - 7/20/19  
Mariano J. Hai

*[Handwritten signature]*

Annetto Kahn  
Kelly DeRoss

A. The State, in an effort to increase morale and productivity, to reduce absenteeism, injuries and illness, and to contain rising health care costs, encourages departments and employees to participate in health promotion and injury prevention activities.

B. Departments may, based on operational needs, allow WWG 2 employees up to one full hour of administrative time-off (ATO) per month, to participate in State sponsored on-site health promotion activities.

C. State-sponsored on-site health promotion activities may include but are not limited to the following activities held at the work site; seminars, demonstrations, exercise or physical fitness classes, educational forums, blood drives, and flu immunizations.



Union Proposal  
Master Table

Date 8/22/19 11:44 am

Proposal No: 2

TA (circled)

The Union proposes the following language:

10.6 Emergency Evacuation Procedures

A. Each department shall establish, implement, and maintain an emergency evacuation procedure. The program shall be in writing and distributed and/or made available to all employees. The program shall be reviewed every two years to identify current trends and best practices.

B. Each department shall provide training upon implementation of the plan, for any changes to the plan, or for changes to the scope of the employees' responsibilities.

C. Any concerns arising from this section may be addressed by either party by raising the issues to the health and safety committees established under Article 10.2, Health and Safety Committees.

TA  
1144 22 Aug 19  
W. Wadler  
James Z...  
Green  
Brad Waller  
Robert Vega  
M...  
K. Carant  
Rosa...  
Myal...  
Stark

Stark  
P...  
S...  
A...  
H...  
Name Folito  
Debra...  
Dora...  
J...  
gm  
Dora Nadesky  
Key Ross  
M...  
A...  
A...  
M... Folito

B.D. If any dispute arises with regard to this section, an employee may file a grievance. The decision reached at the CalHR level shall be final.

W Walker  
James Jones  
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Brad Willis  
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Union Proposal

Master Table

Date 8-19-19

8/19  
8/20/19  
11:33AM

TA  
1133 19 Aug 19

Proposal No: 1

TA

The Union proposes the following rollover language:

**10.7 Protective Clothing (Excludes Units 17 and 21)**

A. When the State requires protective clothing to be worn, the State shall provide the protective clothing. Employees or the Union may request the issuance of protective clothing.

B. "Protective Clothing" means attire, that is worn over, or in place of, regular clothing and is necessary to protect the employees' clothing from damage or stains which would be present in the normal performance of their duties. Protective clothing provided pursuant to this Contract is State owned or leased property which will be maintained by the State. Damaged protective clothing, due to the negligence of the employee, shall be replaced by the employee at his/her expense.

State

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S.L.  
Kavala  
Bon J. W.  
[Handwritten signature]

Donna Hordsey  
K. [Handwritten signature]

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Union Proposal

Master Table

Date 7/30/19

TA

Proposal No: 1

TA UNION  
1:30pm

The Union proposes the following rollover language:

**10.7.17 Protective Clothing and Equipment (Unit 17)**

A. When the State determines and requires protective clothing to be worn or equipment to be used, the State shall provide the protective clothing and equipment. Protective clothing provided pursuant to this section is State owned or leased property which will be maintained as the State deems necessary.

B. When protective clothing or equipment is provided, the employee shall wear or use the protective clothing and equipment in accordance with instructions provided by the State. Employees using State provided protective clothing or equipment shall be held responsible for the loss of and/or damage to the protective clothing and equipment other than that incurred as a result of normal wear or through no fault of the employees. If the protective clothing or equipment is determined by the State to be defective or of inadequate quality to afford proper protection or

*K. Cantant*  
*Monika*  
*Monte*  
*Tony*

*Dir Steudm*  
*W. S. R.*

*State*  
*W. S. R.*  
*W. S. R.*  
*W. S. R.*  
*W. S. R.*

damaged to such a degree as to impair proper protection, the State shall provide replacement or repaired protective clothing and equipment at no cost to the employees.

TA Union 1:30pm

K. Lawant  
W. Scott  
M. Butler  
Tony Julant  
Da Steedon

UK

State

Hilde Herrera

Asst  
J. J. [unclear]

Paul  
Garcia

@ 1:30 p.m.



Union Proposal  
Bargaining Unit 21  
Date 7/20/19

Proposal No: 1

The Union proposes the following rollover language:

7/20/19

10.7.21 Protective Clothing (Unit 21)

A. When protective clothing is required by the employee's supervisor, the State shall either provide the protective clothing or reimbursement of actual substantiated amounts for initial or replacement cost as necessary. Employees must request reimbursement in accordance with department policy. Reimbursement shall only be provided when the employee substantiates the expense by providing a receipt(s) for the required item(s). "Protective clothing" means attire that is worn over, or in place of, regular clothing and is necessary to protect the employee's clothing from damage or stains which would be present in the normal performance of his/her duties and/or which is required for the employee to protect the employee's body from possible injury.

M. J. Carter  
*[Signature]*

State  
7/20/19

Annette Kahn  
Kelly DeBos  
Guy Buehler  
Maniyoung-Hui

B. Protective clothing provided pursuant to this Section



is State owned or leased property which will be maintained as the State deems necessary.

- C. Protective clothing damaged due to the negligence of the employee shall be replaced by the employee at his/her expense.
- D. The employee shall comply with any instructions provided by the State in regards to protective clothing.

Myzel Carter

~~John B~~  
Amos Schinfeld

State

7/24/19

Annette Kahn

Kelly DeBos

Guy Bingham

Marcin Jony Hui



Union Proposal

Bargaining Unit 14

Date July 30, 2019  
@ 2:50 P.M.

Proposal No: 1

The Union proposes the following rollover language:

**10.8.14 Protective Clothing Program at Office of State Publishing (OSP) (Unit 14)**

A. The Union agrees that the State shall continue a protective clothing program in the OSP pressroom.

The Program shall continue for the duration of the contract.

B. "Protective Clothing" means attire, which is worn over, or in place of, regular clothing and is necessary to protect employees' clothing from damage or stains, which would be present in the normal performance of their duties.

C. The State shall provide and maintain the protective clothing.

D. Employees shall be required to wear the protective clothing.

E. Employees may choose to wear their Solidarity shirts and may do so on Wednesdays. The OSP is not liable for Solidarity shirts that become soiled or damaged.

TA SEIU Local 1000

*Robert Vega*  
*Edward Lopez*  
*Russell Johnson*

*TA-7/30/19*  
*@ 2:50 P.M.*  
*Stacey Plavanch*  
*Celine Lopez*  
*Walt*  
*Kevin Lopez*  
*A. Babun*



Union Proposal

Master Table

Date 8-12-19

TH 1:11 PM  
8-12-19

Proposal No: 1

TH  
12 AUG 19 1311

you were

The Union proposes the following rollover language:

**10.9 Safety Equipment (Excludes Units 15, 17 and 21)**

Safety equipment required by the State shall be provided to employees covered by this Contract by the employer.

A. Such equipment may include safety devices, wearing apparel and other equipment for the protection and safety of employees in the conduct of their assigned duties.

B. The State shall provide training in the use of safety equipment required in the performance of the job.

C. Employees may request additional safety equipment if they feel it may add to their overall safety.

D. Equipment damaged or lost, due to the negligence of the employee, shall be replaced by the employee at his/her expense.

State

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TC  
1311  
12 AUG 19

un strike

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Union Proposal  
Bargaining Unit 15

Date \_\_\_\_\_

Proposal No: 2

*SEIU 1000*  
*Mar [unclear]*  
*Jen [unclear]*  
*Risa D. [unclear]*  
*[unclear]*

The Union proposes the following language:

**10.9.15 Safety Equipment and Safety Goggles/Glasses (Unit 15)**

Safety equipment required by the State shall be provided to employees covered by this Contract by the employer.

- A. Such equipment may include safety devices, wearing apparel (e.g. cloth aprons, gloves) and other equipment for the protection and safety of employees in the conduct of their assigned duties.
- B. The State shall provide training in the use of safety equipment required in the performance of the job.
- C. Employees may request additional safety equipment if they feel it may add to their overall safety.
- D. Equipment damaged or lost, due to the negligence of the employee, shall be replaced by the employee at his/her expense.

*TA 08/02/19 @ 3:19p*  
*Stacey [unclear]*  
*[unclear]*  
*Magpie G. King*  
*[unclear]*

E. The State will provide Bargaining Unit 15 employees safety goggles when required by the State. When the State concurs that an individual Unit 15 employee cannot wear safety goggles over prescription glasses, the State shall provide an initial pair of prescription safety glasses, including reasonable time off without loss of compensation for examination and fitting of the glasses.

MCP  
JON  
YDB  
KVO

1. Employees shall wear safety goggles or prescription safety glasses in accordance with instructions provided by the State.
2. Safety goggles provided pursuant to this section are State owned or leased property which will be maintained as the State deems necessary. Employees issued State provided safety goggles shall be held responsible for loss and/or damage to the safety goggles other than that incurred as the result of normal wear or through no fault of the employee. If grieved, the burden of proof shall be on the State in cases of loss

JA 8/2/19  
SM @ 3:19  
MO  
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WK

or damage to State provided safety goggles or glasses.

F. The State shall provide Bargaining Unit 15 employees safety-toed shoes/boots when required by the State. Safety-toed shoes/boots provided pursuant to this section are State owned or leased property which will be maintained as the State deems necessary. Employees issued State-provided safety-toed shoes/boots shall be held responsible for loss of and/or damage to the safety-toed shoes/boots other than that incurred as the result of normal wear or through no fault of the employee. If grieved, the burden of proof shall be on the State in cases of loss or damage to State provided safety-toed shoes/boots.

Employees shall wear safety-toed shoes/boots in accordance with instructions provided by the State.

*Murphy*  
*David*  
*Lisa D. Board*  
*2/16*

*TA*  
*8/2/19*  
*SM @ 3:19p*

*mb*

*f*  
*WL*



T/A 8/6/19  
4:08 PM

Union Proposal

Bargaining Unit 21

Date 8/6/19

Proposal No: 2

The Union proposes the following language:

**10.9.21 Safety Equipment (Unit 21)**

The State is committed to providing protective and safety equipment for the personal protections of its employees, taking into consideration the various work environments and the inherent risks of various job assignments. The State shall determine the protective and safety equipment, by employee classification and job assignment. Employees may request additional safety equipment be made available for their use in the job. Denial of an employee request for safety equipment by the State shall be in writing.

T/A  
Myel Cole  
~~Myel Cole~~  
Anna Huffield

STATE  
Guy Burghgrael  
Manian Jong-Har  
Kufi Dross  
annakam



Union Proposal

Master Table

Date 8-12-19

JA  
8-12-19

Proposal No: 1

IA  
12 AUG 19 - 1313  
WALKER

The Union proposes the following rollover language:

**10.10 Medical Monitoring (Excludes Units 14, 17 and 21)**

Medical monitoring programs shall be discussed by the appropriate departmental Joint Union/Management Health and Safety Committee(s) and they will take into account the status of current technology and scientific recommendations for such programs, and the need for specified departmental programs.

1:13 AM  
Stark

Bill  
Karen  
Brad  
Ma  
Alma  
Brook P

Handwritten signatures and initials on the right side of the page, including names like "Halt" and "S.G."

Handwritten signatures and initials on the right side of the page, including names like "Susan Daves", "Gregory J. Cretely", and "Kub DiBosis".





Union Proposal  
Bargaining Unit 17

TA

Date 7/30/19

Proposal No: 1

The Union proposes the following rollover language:

**10.10.17 Medical Monitoring (Unit 17)**

Medical monitoring programs may be discussed by the appropriate departmental Joint Union/Management Health and Safety Committee(s) and may take into account the status of current technology and scientific recommendations for such programs. The Health and Safety Committees may make recommendations regarding medical monitoring programs to the department head or designee.

TA  
Union 1:31pm

K. Cant

Wanda Hoff

Bob Hobbs

Tommy Zick

D. Steadman

Med K

State

H. K. Decker

[Signature]

[Signature]

[Signature]



Union Proposal

Master Table

Date 8-14-19

TA 1:32 PM  
8/14/19  
Proposal No: 1

TA  
14 Aug 19 1338  
Ugawalker

The Union proposes the following rollover language:

~~8-12-19~~  
State

**10.11 Hazardous Materials (Excludes Unit 17)**

A. Upon request of the Union or an employee, the State shall provide a completed Material Safety Data Sheet (MSDS) for each hazardous substance in use at the place of employment, which has been supplied to the employer by the manufacturer, producer, or seller. If not provided by the manufacturer, producer, or seller, the State shall prepare a written request asking that the MSDS be sent.

B. In accordance with departmental policies, an employee will receive training in the use of hazardous substances where the following conditions exist:

1. The manufacturer is required under Labor Code section 6390 to provide a MSDS;
2. The employee is required to use/handle the substance; or

Handwritten signatures and initials on the right side of the page, including names like 'Patryk', 'S.S.', 'Heath', 'Jeff Kurl', 'M. Polito', 'Guy Buford', 'Kelly DeBross', 'M. Nguyen', 'Susan Davey', 'Donna Hadesky', 'Khanate', 'Mary Holt', and 'Garcia'.

Handwritten signatures and initials on the left side of the page, including names like 'Keren Jeffers', 'Brad Wilkins', 'Bob', 'Marta', 'Alexandra', 'Myl Cole', and 'Bridget Peers'.

3. It is necessary to update or otherwise train an employee in its use.

uzewald

808

T Hill  
Karen O'Farrell

Brodwick

~~Robt~~

~~Mander~~

Helena

Myel Cade

Bruce Pen

Stark

R

SL

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JTK  
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Union Proposal  
Bargaining Unit 17  
Date 7/30/19

TA

Proposal No: 1

1:31pm

The Union proposes the following rollover language:

TA UNION

**10.11.17 Hazardous Materials (Unit 17)**

*[Handwritten signatures and notes in blue ink:]*  
L. G. Grant  
N. ...  
Tommy ...  
Dai Stedman  
state  
Helen ...  
J. ...  
M. ...  
J. ...

- A. Upon request of the Union or an employee, the State shall provide a completed MSDS for each hazardous substance in use by Unit 17 employees at the place of employment, which has been supplied to the employer by the manufacturer, producer, or seller.
- B. If not provided by the manufacturer, producer, or seller, the State shall prepare a written request asking that the MSDS be sent.
- C. An employee will receive training from his/her supervisor or from other departmental resources in the use of a hazardous substance where: (1) the manufacturer is required under Labor Code section 6390 to provide a MSDS; (2) the employee is required to use the substance; and (3) the employee has not previously been trained in its use. This provision shall be grievable only

1:31pm

through the Director's level in the grievance procedure contained in Article 6 (Grievance and Arbitration Procedure) of this Contract.

TA UNION

~~X [Signature]~~

[Signature]  
B. [Signature]  
Tony [Signature]

D. [Signature]

MK

State

[Signature]

[Signature]

[Signature]  
[Signature]  
[Signature]



Union Proposal

Master Table

Date 8-19-19

Proposal No: 1

TA  
1851 19 Aug 19

The Union proposes the following rollover language:

**10.12 Employee Restroom Facilities**

To the extent possible, where both male and female employees are employed at a permanent work site, the State will provide separate restroom facilities which are also separate from those facilities provided to inmates, wards, residents, patients, members, and students.

Handwritten signatures and notes on the left side of the page, including names like 'Kathy', 'Brad', and 'Booker'.

Handwritten signatures and notes on the right side of the page, including 'TA', 'State', '8/19/19', '6:51 PM', and several names like 'Donna Hadesky' and 'Susan Davy'.

Handwritten signatures and initials at the bottom right, including 'Mary' and 'Key'.



Union Proposal

Master Table

Date 8-12-19

TA 8-12-19 1:14 PM State

TA 2 AUG 19 - 1314  
[Handwritten signature]

Proposal No: 1

The Union proposes the following rollover language:

**10.13 Access to Work Areas 24 Hours (Excludes Units 17 and 21)**

A. Upon request, employees in twenty-four (24) hour facilities/institutions who need keys will be provided keys.

B. Keys may not be provided due to special circumstances, such as safety or security reasons. In those instances, management will ensure employees have access to and egress from their work areas during their normal work hours.

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800  
[Handwritten signatures and notes on the left side]

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[Handwritten signature]

@ 1:30 pm.



Union Proposal  
Bargaining Unit 21  
Date 7/26/19

Proposal No: 1

The Union proposes the following rollover language:

**10.13.21 Access to Work Areas 24 Hours (Unit 21)**

- A. Upon request, employees in twenty-four (24) hour facilities/institutions who need keys will be provided keys.
- B. Upon request, and subject to operational need and the overall safety of the employees, departments may grant access to employees outside their normal work schedule.

7/26/19

Maryl Carlin

*[Handwritten signature]*

State

7/26/19

Annette Kahn  
Kelly DeRoss

Guy Burghgrae

Marian Jongker





Union Proposal

Master Table

Date 8-19-19

IA 8/19/19  
11:34 AM

Proposal No: 1

IA  
1134 19 Aug 19

ugswalker

The Union proposes the following rollover language:

**10.14 Personal Alarms (Excludes Units 15, 17 and 21)**

A. A department shall make available to all employees who have contact or a work assignment with inmates, wards, forensic clients or forensic patients, in areas equipped with an alarm, a personal alarm transmitter. The transmitter shall be tested regularly. If a log of the testing is maintained by the department, the Union shall have the right to inspect this log upon written request.

B. The departments having twenty-four (24) hour institutions shall keep the Union informed, upon request, of the progress of personal alarms being tested, manufactured, or being considered for use within said institutions. The State shall meet with a Union representative before the devices are provided to employees.

C. Any institution currently providing such personal alarm devices will continue to do so.

D. This provision shall not supersede any existing departmental or institutional policy governing the use of personal alarms.

Stack  
[Handwritten signatures and initials including: JAW, SS, Hady, Buff, Paul, Stacy Morank, Susan Dux, Mame, Donna, Hadesky, KJ, CEG, My, Mary, Jeff]

[Handwritten signatures and initials including: TRIN, Susan, Brad, Karen, Susan]



Union Proposal

Bargaining Unit 15

Date \_\_\_\_\_

8/9/2019 @ 4:16 pm

Proposal No: 2

**The Union proposes the following language:**

**10.14.15 Personal Alarms-CDCR (Unit 15)**

A. A department shall make available to all employees who have contact or a work assignment with inmates, wards, forensic clients or forensic patients, in areas equipped with an alarm, a personal alarm transmitter. The transmitter shall be tested regularly to ensure operational order. Upon an employee's request, a transmitter will be additionally tested. A log of the testing shall be maintained by the department. The Union shall have the right to inspect this log upon written request. If a Unit 15 employee attends the monthly Health and Safety Committee meeting at an institution, the department shall make the log available for inspection during that meeting.

B. The departments having twenty-four (24) hour institutions shall keep the Union informed, upon request, of the progress of personal alarms being

daily  
T.C.  
5:30 pm

JA  
5:31  
8/9/19

Stacy Minn  
Walt  
Kim Sutt  
Magpie Bay

MM  
Rosemaupel

SEIU 1000  
Marta  
Kisa D Bozart

tested, manufactured, or being considered for use within said institutions. The State shall meet with a Union representative before the devices are provided to employees.

*Man State*  
*agrees to*  
*Yin Shrest*  
*[Signature]*  
*[Signature]*

- C. Any institution currently providing such personal alarm devices will continue to do so.
- D. This provision shall not supersede any existing departmental or institutional policy governing the use of personal alarms.
- E. Upon request from the Union, the California Department of Corrections and Rehabilitation shall establish an additional seat for a Unit 15 employee to participate in the monthly Health and Safety Committee meeting at the institution where they work. The Unit 15 employee reserves the right to add an item to the meeting's agenda to discuss issues associated with Personal Alarms.

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5131  
8/9/19  
[Signature]  
[Signature]  
[Signature]  
RS



Union Proposal

Bargaining Unit 21

Date 7/30/19

Proposal No: 1

4:14 PM T/A

**The Union proposes the following rollover language:**

**10.14.21 Personal Alarms (Unit 21)**

A. A department shall make available to all employees who have contact or a work assignment with inmates, wards, forensic clients or forensic patients, in areas equipped with an alarm, a personal alarm transmitter. The transmitter shall be tested regularly. If a log of the testing is maintained by the department, the Union shall have the right to inspect this log upon written request. The parties agree concerns in this area are appropriate subjects for priority consideration by the appropriate Joint Labor/Management Health and Safety Committee.

B. The departments having twenty-four (24) hour institutions shall keep the Union informed, upon request, of the progress of personal alarms being tested, manufactured, or being considered for use within said institutions. The State shall meet with a Union representative before the devices are provided to employees.

Passed  
2:03 PM

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Guy Burghes  
Marian  
J. J. Hui  
Kelly DeBross  
Annette Kun

4/14 pm T/A  
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Myra Corb  
[Signature]  
[Signature]

C. Any institution currently providing such personal alarm devices will continue to do so.

D. This provision shall not supersede any existing departmental or institutional policy governing the use of personal alarms.

*Myl Cohen*  
*[Signature]*  
*[Signature]*

STATE  
*Guy Burghart*  
*Kelly Daboss*  
*Anneltchen*  
*Marian Jorgensen*



Union Proposal  
Bargaining Unit 17

TA

Date 7/30/19

Proposal No: 1

TA 1:32pm  
union  
K. Cant  
D. S. J.  
Whitson

The Union proposes the following rollover language:

**10.15.17 Personal Alarms: CDCR (Unit 17)**

The Department of Corrections and Rehabilitation shall provide to a Unit 17 employee a personal alarm transmitter which is calibrated to the zone area where the employee is assigned. The transmitter shall be tested daily to ensure operational order.

Troy Zuber  
Di Steedman

Thelma

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Jan

Thelma

Genelle



Union Proposal

Bargaining Unit 15

Date 7/15/19 8/2/19 @ 11:45  
11:15 AM

Proposal No: 1

SEIU 1000

*Mark Kato*  
*David Miller*  
*represent*

*Yisroel Boras*  
*2/1/19*

The Union proposes the following rollover language:

**10.16.15 Alarm System: DDS and DSH (Unit 15)**

- A. The DDS and DSH agree that all alarm system equipment shall be maintained and periodically tested to ensure employees' safety.
- B. The personal alarm shall be tested daily to ensure operational order.
- C. DDS and DSH agree to meet with the Union, upon request, to discuss problems with the alarm system and necessary plans to correct these problems.

TA  
8/2/19 @ 11:45  
Maggie Garcia  
Stacy Plancha

*[Signature]*  
*[Signature]*



Union Proposal  
Bargaining Unit 17  
Date 7/30/19

TA

Proposal No: 1

The Union proposes the following rollover language:

**10.16.17 Alarm System: DDS and DSH (Unit 17)**

- A. The Departments of Developmental Services and Department of State Hospitals agree that all alarm system equipment shall be maintained and periodically tested to ensure employees' safety.
- B. The personal alarm shall be tested daily to ensure operational order.
- C. DDS and DSH agree to meet with the Union, upon request, to discuss problems with the alarm system and necessary plans to correct these problems.

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Union Proposal

Master Table

Date 8-12-19

TA

~~8:12~~ 19

Proposal No: 1

1:15 PM

IA  
12 Aug 19 1315  
Waller  
T Bell  
Rohy  
Muel  
Allen

The Union proposes the following rollover language:

**10.18 Referral of Assault/Battery (Excludes Units 4, 11, 15, 17 and 20)**

The State shall refer all cases involving a ward/inmate assault and/or battery, as defined by existing laws, on an employee to the appropriate prosecuting authority.

State

up  
Guz  
Belle  
Donna Hadesky  
Name Photo  
Susan Davy  
Jul 2  
Kend  
Gregory J. Cottol  
5/1/2019 11:03 AM  
Kiff Dallas  
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Union Proposal

Master Table

Date 8-12-19

(TA) 8/12-19

IA 12 Aug 19 1315  
W. J. W. ER

Proposal No: 1

The Union proposes the following rollover language:

1:15 hr  
State

10.18 Referral of Assault/Battery (Excludes Units 1, 3, 11, 14, 17 and 21)

A. The State shall refer all cases involving a ward/inmate assault and/or battery, as defined by existing laws, on an employee to the appropriate prosecuting authority.

B. The State shall report all cases involving a toll patron assault and/or battery, as defined by existing laws, on a toll collector to the appropriate policy agency.

Karen J. S.  
Mia S. S.  
Adam  
Brenda P. S.

F. S.  
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S. S.



Union Proposal  
Bargaining Unit 11

2:10 PM  
7/29/19

Date \_\_\_\_\_

Proposal No: 1

The Union proposes the following rollover language:

**10.18.11 Referral of Assault/Battery (Unit 11)**

- A. The State shall refer all cases involving a ward/inmate assault and/or battery, as defined by existing laws, on an employee to the appropriate prosecuting authority.
- B. The State shall report any assault and/or battery, as defined by current laws that occurs during an inspection performed by an employee of the Air Resources Board or the Department of Food and Agriculture to the appropriate law enforcement agency.

T/A  
 Brad Willis 4:17 PM  
 am - Hunter  
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 Page 1 of 1  
 Alben Manfred  
 [Signature]

T/A 4:17 pm  
 07/29/19  
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Union Proposal  
Bargaining Unit 17

TA

Date 7/30/19

Proposal No: 1

The Union proposes the following rollover language:

**10.18.17 Referral of Assault/Battery (Unit 17)**

The State shall refer all cases involving a ward, inmate, or patient assault and/or battery, as defined by existing laws, on an employee to the appropriate prosecuting authority.

TA Union 1:33pm

A. C. Cant  
Nancy S. [Signature]

M. [Signature]  
Tony [Signature]

Dia Steiner

M. [Signature]

State

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[Signature]



Union Proposal

Master Table

Date 8-12-19

TA

8-12-19

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Proposal No: 1

1:16 PM  
State

The Union proposes the following rollover language:

**10.19 Assaultive Behavior (Excludes Units 3 and 17)**

The State will endeavor to provide training to all employees at risk of assault on how to defuse potentially violent situations and verbal confrontations.

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Brad Walker  
Robt [Signature]  
Mike [Signature]  
Alex [Signature]  
Miguel Caske  
Siddha [Signature]

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[Signature]  
Donna Huesley  
Mame Polito  
Susan Dawey  
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Gregory J. Crotty  
Cecilia E. [Signature]  
[Signature]  
[Signature]

Bob [Signature]  
[Signature]



Union Proposal

Bargaining Unit 3

Date 8/5/19

Proposal No: 1

STATE

*Gregory Bughyoff*  
*President*  
*Winnifred*

*2 - June*  
*Winnifred*  
*Winnifred*  
*Winnifred*

*1/17/19*  
*8/5/19*  
*Winnifred*  
*SK*

The Union proposes the following rollover language:

**10.19.3 Positive Behavioral Support Training (Unit 3)**

A. All departments will continue to make available training to all employees at risk of assault on how to defuse potentially violent situations and verbal confrontations. Such training must be available at least once annually.

B. Department of State Hospitals (DSH) and the Department of Developmental Services (DDS):

1. Assaultive behavior training shall be mandatory.

2. All employees will be required to attend assaultive behavior training at a minimum of every two (2) years. Assaultive behavior training shall be mandatory within six (6) months of assuming employment.

3. Representatives of SEIU Local 1000 (Unit 3) may meet with DDS for the purpose of discussing the need to reform

*TA @ 5:33 pm*

*[Handwritten signatures]*

a statewide assaultive behavior training committee.

4. The DSH will continue to allow the SEIU Local 1000, one (1) seat on the statewide committee.

C. California Department of Corrections and Rehabilitation/Division of Juvenile Justice (CDCR/DJJ):

1. As part of the new employee orientation, the Division of Juvenile Justice (DJJ) will provide training in appropriate techniques in de-escalation and handling assaultive behavior.
2. In addition, annual refresher training will be conducted for all Unit 3 employees.

D. California Department of Education, State Special Schools

1. As part of new employee orientation, the State Special Schools will provide Nonviolent Crisis Intervention (CPI) training.
2. Annual refresher training will be provided to all full time Unit 3 employees at State Special Schools.

STATE  
Sally Benford  
President  
Whisper  
25 June  
C. D. Johnson  
F. J. Jones  
A. J. Johnson  
Suzanne Knapp

[Handwritten signatures]



Union Proposal  
Bargaining Unit 17  
Date 7/30/19

TA

Proposal No: 1

The Union proposes the following rollover language:

**10.19.17 Prevention and Management of  
Assaultive Behavior or Therapeutic Strategies  
and Interventions Training (Unit 17)**

A. Department of State Hospitals (DSH) and Department  
of Developmental Services (DDS):

1. At DDS Prevention and Management of Assaultive Behavior (PMAB) or at DSH, Therapeutic Strategies and Interventions (TSI) training shall be mandatory.
2. The State shall provide all employees with an annual opportunity to attend PMAB/TSI training. All employees will be required to attend PMAB/TSI training at a minimum every two (2) years. PMAB/TSI training shall be mandatory within six (6) months of assuming employment.
3. Employees shall be compensated for attending PMAB/TSI training.

TA 1:34pm  
Union

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Nanessa Scott

Bob Muthin  
Tony Jordan

Dia Stedman

M. D. R.

State  
Hilda Herrera

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4. Representatives of SEIU Local 1000 (Unit 17) may meet with DDS for the purpose of discussing the need to form a statewide PMAB Committee.
5. Upon request of the Union, the Department of State Hospitals agrees to schedule a meeting at the headquarters level to consider the Union's suggestions relating to the TSI program in DSH.
6. The Union shall be entitled to representation on the DSH Statewide TSI Committee.

B. The Department of Corrections and Rehabilitation and SEIU Local 1000 (Unit 17) will meet to address issues relating to self defense and PMAB/TSI training.

C. PMAB/TSI training for Unit 17 employees in departments or facilities other than those listed in paragraphs A and B above, may be offered on a space available basis and subject to arrangements being made to relieve the employees of their regular duties.

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 Tony Zubant  
 Ben Steidman  
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 Hilda Lerner

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Union Proposal

Bargaining Unit 15

Date 8/2/19  
@ 11:45

Proposal No: 1

The Union proposes the following rollover language:

**10.20.15 Active Treatment Crisis Management, Therapeutic Strategies and Interventions Training or Non Violent Crisis Intervention, (CPI) (Unit 15)**

TA 08/02/19 @ 11:45 AM  
Stacy M...  
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A. The State shall provide Active Treatment Crisis Management or Therapeutic Strategies and Interventions Training for Unit 15 employees whose regular assignment involves the coordination and care of clients in Department of Developmental Services (DDS) and Department of State Hospitals (DSH). Such training shall occur within a timely manner or in the case of a newly hired employee, within six (6) months of being hired.

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B. Upon request, other Unit 15 employees in DDS and DSH will be provided Active Treatment Crisis Management (DDS) or Therapeutic Strategies and Interventions Training (DSH) when space is available and arrangements can

SEIU 1000  
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be made to relieve them of their regular duties.

C. Such training will occur during Unit 15 employees' regular work shift. However, departments may adjust the employees' work schedule to allow for their participation in the training.

*Man Stalun*

*David [unclear]  
updates [unclear]*

*Yvan D. Boeas  
2/11/19*

D. The Department of Education shall provide Non Violent Crisis Intervention, (CPI) for all Unit 15 employees whose regular employment requires routine contact with students. Non Violent Crisis Intervention, (CPI) involves training in procedures primarily designed to alert employees to potential impulsive or aggressive behavior of students in the Special Schools. Such training shall occur prior to the termination of the school year.

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8/2/19 11:45  
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Union Proposal  
Bargaining Unit 20

Date \_\_\_\_\_

Proposal No: 1

TA  
SEIU 1000  
7/29/19  
@ 1455

The Union proposes the following rollover language:

**10.20.20 Assaultive Response Training (Unit 20)**

The State will review the availability of assaultive response training and will endeavor to provide assaultive response training to Unit 20 employees.

The Departments of State Hospitals, Developmental Services, Veterans Affairs, and Education shall provide Management of Assaultive Behavior training where required by the State. Management of assaultive behavior is in-service training in a series of techniques and procedures primarily designed to protect hospital residents, clients, and students from the affect of their own impulsive behavior.

*Ken*  
*Carolyn Franklin*  
*WJ*  
*Patricia Heyner*  
*Steve Charles*  
*MJW*  
State  
*Hilda Hume*  
*Jennifer Bell*  
*Annika Kuhn*  
*[Signature]*  
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8-9-19



Union Proposal  
Bargaining Unit 21

TA @ 3:13pm

Date \_\_\_\_\_

Proposal No: 2

The Union proposes the following language:

**10.20.21 Training for Hostile and Threatening Behavior (Unit 21)**

Working within budgetary and work load constraints, each department through its annual training plan process, will provide training in handling hostile and threatening behavior where required for job performance.

TA  
Lynel Cohen  
[Signature]  
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STATE  
Guy Burghoff  
[Signature]  
Kelly DeBos  
Arietta Kuhn



Union Proposal

Master Table

Date 8/20/19

Proposal No: 3

TA  
1406 20 Aug 19

8/20/19  
2:06 PM

TA

The Union proposes the following language:

**10.21 Workplace Violence and Bullying Prevention Program**

The State and the Union developed a model Workplace Violence and Bullying Prevention Program. The parties agree that the model Workplace Violence and Bullying Prevention Program will be updated during the term of this Contract to include the definition of "abusive conduct", consistent with Government Code Section 12950.1, and that "abusive conduct" is also known as "bullying". Each department shall maintain a Workplace Violence and Bullying Prevention Program that meets the existing mutually agreed upon model program until an updated model program is made available to departments. The department program shall be in writing and distributed and/or made available to all employees.

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Union Proposal

Master Table

Date 8-12-19

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8-12-19

Proposal No: 1 1:17 pm

TA  
12 AUG 19

Wagner 1317

The Union proposes the following rollover language:

**10.22 Computer Work Stations**

A. In order to provide a safe and healthy workplace for its employees, the State agrees to order computer equipment wherever possible in accordance with the recommendations made by the Joint Union/Management Video Display Terminal Committee Report.

B. The State shall provide instruction in the proper operation and adjustment of computers and workstation equipment. Both parties will encourage employees to properly use computer equipment. The State shall maintain the "Easy Ergonomics for Desktop Computer Users" booklet which will be available to all departments for training purposes.

C. Upon the request of the employee, the State shall provide an ergonomic evaluation of the employee's primary workstation by a trained evaluator.

D. The State shall take action as it deems necessary

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to make the following equipment available to all employees that use computers:

1. Glare screens;
2. Document holders;
3. Adjustable chairs;
4. Ergonomic keyboards;
5. Foot and wrist rests;
6. Telephone headsets;
7. Ergonomic computer table and supports;
8. Wheeled carriers;
9. Alternative pointing devices (rollerball, trackball, touch-pad, etc.) as necessary.

Additionally, the State shall take action as it deems necessary to mitigate glare from the workplace, such as, rearrangements of the work stations to avoid glare on monitors and on terminal screens from windows and ceiling luminaries, or providing other measures to reduce the glare from light sources.

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ugwade

In the event that the State modifies existing or creates new policies regarding computer work stations, written notice and an opportunity to meet and confer over the impact of such changes will be provided to the Union in accordance with the provisions of Section 24.1 of this Agreement.

State

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Helen Jeffis  
Brad Willis  
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Union Proposal

Master Table

Date 8-12-19

TA 8-12-19  
1:18 pm  
Proposal No: 1

The Union proposes the following rollover language:

**10.23 Independent Medical Examinations**

A. Whenever the State believes that an employee, due to an illness or injury, is unable to perform his/her normal work duties, the State may require the employee to submit to an independent medical examination at State expense. The medical examination will be separate of any medical services provided under the State's Workers' Compensation Program.

B. If the State, after the independent medical examination, determines that the employee cannot perform the essential functions of the job position, the State shall give the employee the opportunity to challenge the State's medical evaluation by supplying his/her personal medical evaluations to dispute the State's findings.

TA  
12 Aug 19 - 13 19  
Wendy Walker  
Keren  
Brad Wilber  
Bob  
Ness  
C. Cant  
A. Leum  
Myra Cole  
B. P. Pen

Stark  
[Signatures]  
Susan Dwyer  
Gregory Crotty  
CEG  
[Signatures]



Union Proposal

Master Table

Date 7/30/19

TA

Proposal No: 1

TA, 1:34pm  
Union

The Union proposes the following rollover language:

**10.24.17 Immunization Against Diseases (Unit 17)**

The State shall offer immunization as required at State expense.

*[Handwritten signatures]*  
K. O'Connell  
Nancy  
M. M. M.  
Tony Jubart

Du Steedman

W. L. R.

State

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Union Proposal

Master Table

Date 8-12-19

TA

8:15

Proposal No: 1

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12 Aug 19 1319

Walker

888

The Union proposes the following rollover language: 1:19 pm

**10.25 Infectious Disease Control (Excludes Units 15, 17, 20 and 21)**

A. The State shall provide all employees in twenty-four (24) hour institutions in-service training on infectious disease control. New employees, and current employees who have not received training, shall be provided training on infectious disease control.

B. Training shall be provided for employees in the Departments of Health Care Services, Public Health, Veteran's Affairs, DIR, DDS, DSH, CDCR, and the California Environmental Protection Agency (CalEPA) whose laboratory, research, testing, or regulatory duties may expose them to infectious diseases.

C. When an outbreak of infectious, contagious, or communicable diseases/conditions is known at the worksite, the State shall notify potentially

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State  
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exposed employees.

*Walker*

*88*

D. Infectious Disease Control Training shall include, but not be limited to, bloodborne and airborne diseases.

*State*

E. The State shall utilize the best guidelines available. Examples of guidelines may include the use of the Joint Advisory Notices issued by the Centers for Disease Control. For licensed hospitals, such training shall be consistent with the California Code of Regulations.

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*Brad Willis*  
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Union Proposal

Bargaining Unit 15

Date 8/2/19  
@ 11:45a

Proposal No: 1

The Union proposes the following rollover language:

**10.25.15 Infectious Disease Control (Unit 15)**

A. The State shall provide all employees in twenty-four (24) hour institutions in-service training on infectious disease control. New employees, and current employees who have not received training, shall be provided training on infectious disease control.

B. Training shall be provided for employees in the Department of Health Care Services, Public Health, Veteran's Affairs, DIR, DDS, DSH, CDCR, and the California Environmental Protection Agency (CalEPA) whose laboratory, research, testing, or regulatory duties may expose them to infectious diseases.

C. When an outbreak of infectious, contagious, or communicable diseases/conditions is known at the worksite, the State shall notify potentially exposed employees prior to entering the

SEIU 1000  
MLP  
DMM  
AC  
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KVJ

Ad 8/2/19  
@ 11:45a  
Stacy Murray

Maopri G. King

affected area.

- D. Infectious Disease Control Training shall include, but not be limited to, bloodborne and airborne diseases.
- E. The State shall utilize the best guidelines available. Examples of guidelines may include the use of the Joint Advisory Notices issued by the Centers for Disease Control. For licensed hospitals, such training shall be consistent with the California Code of Regulations.

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Zthl.

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Thid 8/2/19  
@11:45a  
SM

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Union Proposal  
Bargaining Unit 17

Date 7/30/19

TA

Proposal No: 1

**The Union proposes the following rollover language:**

**10.25.17 Infectious Disease Control (Unit 17)**

TA Union 1:35pm

A. The State shall provide in-service training in infectious disease control and isolation procedures on an annual basis utilizing the best guidelines available. Examples of guidelines the State may use are the Joint Advisory Notice issued by the Center for Disease Control. For licensed hospitals, such training shall be consistent with California Administrative Code Title 22. For other clinical settings, such training shall reflect the needs of the work environment.

B. The State agrees that, upon request of SEIU Local 1000, a special meeting of the Professional Practice Group, provided for under Article 13.18, or the Health and Safety Committees provided for under section 10.2 (Health and Safety Committees) will be held at each facility to review the safety procedures,

K. Conway  
Anessa  
B. Mukherji  
Tony Zuckerman

Dir Stead  
M. J. K.

State  
D. L. H. H.  
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J. J.



equipment, and materials relating to treating patients and clients with bloodborne diseases such as hepatitis or acquired immune deficiency syndrome.

C. When an outbreak of infectious, contagious or communicable diseases/conditions is known at the worksite, the State shall notify potentially exposed employees.

TA UNION 1:36 pm

K. P. Mart  
M. B. ...  
B. W. ...  
Tony Zabala  
Dai Steeden  
MK

S. P. ...  
H. L. ...  
J. ...  
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Union Proposal  
Bargaining Unit 20

Date \_\_\_\_\_

Proposal No: 1

The Union proposes the following rollover language:

**10.25.20 Infectious Disease Control (Unit 20)**

- A. The State shall provide all employees in twenty-four (24) hour institutions in-service training on infectious disease control. New employees, and current employees who have not received training, shall be provided training on infectious disease control.
- B. Training shall be provided for employees in the Departments of Health Care Services, Public Health, Veteran's Affairs, DIR, DDS, DSH, CDCR and the California Environmental Protection Agency (CalEPA) whose laboratory, research, testing, or regulatory duties may expose them to infectious diseases.
- C. When an outbreak of infectious, contagious, or communicable diseases/conditions is known at the worksite, the State shall notify potentially exposed employees.
- D. Infectious Disease Control Training shall include,

TA  
SEIU 1000  
7/29/19  
@ 1454

Sam Franklin

W  
Patricia G. Hynes

Stacy Hades

Melissa

Stacy

Michelle Hennes

Janet  
Annette Kahn

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but not be limited to, blood borne and airborne diseases.

E. The State shall utilize the best guidelines available. Examples of guidelines may include the use of the Joint Advisory Notices issued by the Centers for Disease Control. For licensed hospitals, such training shall be consistent with the California Code of Regulations.

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Karen Franklin  
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Steph Charles  
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Stacy  
Julie Herron  
Annell Kam  
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@ 1:30 pm.



Union Proposal  
Bargaining Unit 21  
Date 7/26/19

Proposal No: 1

The Union proposes the following rollover language:

**10.25.21 Training in Infectious Disease Control (Unit 21)**

- A. The parties agree that training in infectious disease control is an appropriate subject for high priority consideration by the appropriate Joint Labor/Management Health and Safety Committee.
- B. Employees shall be provided training on infectious disease control as related to job performance. Infectious disease control training shall include, but not be limited to, bloodborne and airborne diseases.
- C. When a Department becomes aware of an outbreak of infectious, contagious, or communicable diseases/conditions at a worksite, the State shall endeavor to notify potentially exposed employees.

7/26/19

*Myra Barber*  
*[Signature]*

State  
7/26/19

*Annette Kane*  
*Kelly DeRoss*  
*Guy Burghgraves*  
*Marian Jorgensen*



Union Proposal

Master Table

Date 8-12-19

TA

8/12/19

Proposal No: 1

TA  
12 Aug 19 1320

Wade

The Union proposes the following rollover language:

1:20pm

**10.26 Precautions Against Exposure to Bloodborne Pathogens**

Stark

A. The Department of Corrections and Rehabilitation (CDCR), State Hospitals (DSH), Veteran's Affairs (DVA), and Developmental Services (DDS) shall utilize the best guidelines identified for the housing, control and treatment of inmates, wards, clients, and patients to ensure the protection of staff from exposure to bloodborne pathogens. Examples of guidelines the departments may use are the Joint Advisory Notices issued by the Department of Labor, Department of Human Services, and guidelines issued by the Centers for Disease Control. Upon request, the Union and/or an employee will be provided a copy of the aforementioned publications and/or guidelines utilized by the departments above.

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B. CDCR, DSH, DVA, and DDS shall provide the necessary training to staff who are responsible for

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Handwritten initials 'BW' and '3/8' at the bottom center.

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Handwritten initials in blue ink.

SR  
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132  
Bw  
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MCP  
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JH  
Mc  
SP

the care and treatment of inmates, wards, clients, and patients with bloodborne pathogens. Training will be tailored to the express or identified needs of the staff assigned and will be conducted as determined and identified by management. Upon request, the Union will be provided with the State's approved training plan relative to bloodborne pathogens.

- C. Signs or posters indicating the proper precautions that staff should follow relative to good sanitary practices will be posted in staff restrooms and other locations as determined by management.
- D. The aforementioned departments will use standard audit procedures regarding compliance issues related to inspections.
- E. Employees who are exposed to bloodborne pathogens as a result of their employment will be advised of their ability to receive appropriate treatment and care as determined by their treating physician via the workers' compensation system.
- F. The departments will utilize the most up to date guidelines provided for the processing of laundry.

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Handwritten signatures and initials in blue ink, including: JH, SW, BW, JH, MP, SO, JPK, AS, JH, A, GJC, CEG, VN, SM, B.

G. Protective apparel shall be available to all staff.  
All employees, upon request, shall be provided with disposable gloves and hand cleaning materials in an AIDS unit. A supply of these items should be maintained in such a manner so as to be accessible to other designated staff.

H. The Union will bring concerns regarding health and safety issues to the local Health and Safety Committee for resolution.

I. CDCR, DSH, DVA, and DDS shall offer Hepatitis B vaccinations to all employees who have potential for occupational exposure as defined in Title 8 section 5193 of the California Code of Regulations.

J. If a bloodborne pathogens unit is established in any other department, the State agrees to abide by this section.

*Y. Walker*

*88*

*TRIN*

*Gran*

*Brad Wilcox*

*Robert*

*Mark*

*Robert*

*William*

*My*

*Robert*

*State*

*PR*

*HH*

*BW*

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*MP*

*SO*

*JTK*

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*AS*

*GW*

*A*

*GJC*

*CEG*

*J*

*VN*

*SM*

*B*



Union Proposal

Master Table

Date 8-12-19

TA  
8-12-19

Proposal No: 1

TA, 12 Aug 19 1322

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800

The Union proposes the following rollover language:

1:22 PM

State

**10.27 Remodeling/Renovations and Repairs**

A. Whenever a State owned or managed building is remodeled or renovated, the agency/tenant whose space is being remodeled/renovated will provide at least thirty (30) days prior notice to employees impacted by the construction. A copy of this notice shall be provided to the Union.

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B. Except in emergency situations, the State shall give not less than forty-eight (48) hours prior notice whenever repair work in State owned or managed buildings is done which may result in employee health concerns for the work environment.

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C. Prior to undertaking any remodeling, renovation, or repair, that requires removal of any material, the materials will be tested for lead and asbestos. If such materials are present, they will be removed in accordance with State regulations to

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assure the safety of employees/tenants.

*W. Waelder*

D. For leased buildings not managed by the State, the State will include the following language in all new leases entered into after thirty (30) days following the ratification of this Contract:

*808*

"Except in emergency situations, the Lessor shall give not less than forty-eight (48) hours prior notice to State tenants, when any pest control, remodeling, renovation, or repair work affecting the State occupied space may result in employee health concerns for the work environment."

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*Karen Jeffs*

*Bred Willis*

*Robert [unclear]*

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E. The State will take actions to accommodate employees who suffer from chemical hypersensitivity as it pertains to this section.

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Union Proposal

Master Table

Date 8-12-19

(TW) 8-18-19

Proposal No: 1 1:23 PM State

The Union proposes the following rollover language:

10.28 Pest Control

A. Whenever a department utilizes a pest control chemical in State owned or managed buildings/grounds, the department will provide at least forty-eight (48) hours notice prior to application of the chemical, unless an infestation occurs which requires immediate action. Notices will be posted in the lobby of the building and will be disseminated to building tenant contacts.

B. Employees who wish to review the MSDS sheet(s) for the chemical(s) being applied may do so by making their request to the appropriate building manager's office. Application of the chemical(s) will be done in a manner consistent with State regulations to assure the safety of tenants.

C. Normally, the chemical application will take place during hours when the building is closed for business.

D. For leased buildings not managed by the State, the State will include the following language in all new

Handwritten notes on the left side including '1A', '12 AUG 19', '1373', and several signatures such as 'Karen Hoffman', 'Brad Willey', 'Robert', 'Maurice', 'Crist', 'Phew', 'Myell', and 'John'.

Handwritten notes on the right side including 'Hank Sh', 'B-f-W', 'Name Polito', 'Susan Dwyer', 'M/K', 'M/L', 'A/C', 'M/G', and 'J/S'.

Large handwritten signature at the bottom right, possibly 'Stan'.

Y. Walker  
[Signature]  
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Karen [Signature]  
Brad Willes  
Robert [Signature]  
M. [Signature]  
S. [Signature]  
[Signature]  
Mel [Signature]  
[Signature]

leases entered into after thirty (30) days following the ratification of this Contract:

“Except in emergency situations, the Lessor shall give not less than forty-eight (48) hours prior notice to State tenants, when any pest control, remodeling, renovation, or repair work affecting the State occupied space may result in employee health concerns for the work environment.”

E. The State will take actions to accommodate employees who suffer from chemical hypersensitivity as it pertains to this section.

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Union Proposal

Master Table

Date 8-12-19

TA 8-12-19

Proposal No: 1

The Union proposes the following rollover language:

1:24 pm Stader

**10.29 Smoking Cessation**

A. The State will continue to provide smoking cessation programs consistent with prior departmental practices.

B. Participation or non-participation in such programs shall not jeopardize the employment rights of participants and non-participants for failure to successfully complete smoking cessation programs.

C. Where not already implemented, the State agrees to consider smoking cessation programs upon request of groups of employees within the same department and geographic proximity.

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12 Aug 19 1324  
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Union Proposal

Master Table

Date

8/8/19

TA

8-12-19

1:24pm

Proposal No: 1

TA 12 Aug 19 1324

Y. Guadalupe

S. J. Train

H. Green  
B. Williams  
R. H. D.

M. S. R.

L. C. M.

A. K.

M. L.  
S. P.

The Union proposes the following rollover language:

State

10.30 Health and Safety Grievances

A. It is the policy of the State employer to enforce safety and health, policies, procedures, and work practices and protect employees from harm in connection with State operations.

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B. To this end, the parties agree that it is in their mutual best interest to endeavor to make the work site free from situations, circumstances, or conditions that constitute an immediate and recognizable threat to the health and safety of employees.

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C. It is the intent of this Health and Safety Grievance Procedure to ensure a prompt response to employees who feel that a situation exists which constitutes an immediate and recognizable threat to their health and safety.

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D. When an employee in good faith believes that he/she is being required to work where an immediate and recognizable threat to his/her health

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and safety exists, he/she will so notify his/her supervisor. The supervisor will immediately assess the situation, direct any necessary corrective action to eliminate any immediate and recognizable threat to the employee's health and safety, and either direct the employee to temporarily perform some other task or direct the employee to proceed with his/her assigned duties. If the Union or the employee still believe the immediate and recognizable threat to his/her health and safety exists, the Union or the employee may file a grievance alleging a violation of this section at Step 2 of the grievance procedure as follows:

1. Health and Safety Grievance – Step 2

- a. If the grievant is not satisfied with the decision rendered by his/her supervisor, the grievant may appeal the decision in writing, within five (5) calendar days after receipt of the decision to the department head or designee as the second level of appeal.
- b. The person designated by the

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department head as the second level of appeal shall respond to the grievance in writing within fourteen (14) calendar days. A copy of the written response shall be sent concurrently to the SEIU Local 1000 Headquarters.

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2. Health and Safety Grievance – Step 3

- a. If the grievant is not satisfied with the decision rendered pursuant to Step 2, the grievant may appeal the decision in writing, within five (5) calendar days, after receipt of the decision to the CalHR as the third level of appeal. The Union shall concurrently send a copy of the appeal to the affected department(s).
- b. The Director of the CalHR or designee shall respond to the grievance in writing within fourteen (14) calendar days.
- c. If the grievance is not resolved at Step 3 within twenty-four (24) hours after receipt of the third step response, the Union shall have the right to submit the

W. Walker

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T. R. R.

K. Green

Brad Willis

Bob Van

M. S. P.

L. C. M.

A. L. M.

M. L. C.

A. S. P.

grievance to arbitration.

d. The arbitration shall take place no later than fourteen (14) days following the Union's request unless the parties mutually agree otherwise.

e. Arbitration shall be in accordance with section 6.11(B) of this Article unless otherwise provided.

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Union Proposal  
Bargaining Unit 11

2:10 PM  
7/29/19

Date \_\_\_\_\_

Proposal No: 1

**The Union proposes the following rollover language:**

**10.31.11 Health and Safety Inspections (Unit 11)**

While it is recognized that periodic health and safety inspections are the responsibility of each facilities manager, each department may, upon request of the Union, conduct annual health and safety inspections of facilities with Unit 11 employees. Such inspections shall be made by the departmental Health and Safety Officer and/or a designee. Upon advance request, a Union representative shall be permitted to accompany the Health and Safety Officer and/or a designee when conducting the inspections. Permission shall not be unreasonably withheld; however, it may be denied for reasons of safety, security, or patient care including patient privacy. The results of the inspections will be posted at each facility. This section is not subject to Article 6.

Brad Wilcox T/A  
cum Hutson 4:19 pm

Paul James Blair  
Aman

Albert Mahab  
am to T/A

T/A 4:19 pm  
07/29/19

W. H. H. H.  
C. M. M. M.  
J. P. P. P.



Union Proposal  
Bargaining Unit 20

Date \_\_\_\_\_

Proposal No: 1

The Union proposes the following rollover language:

**10.32.20 Information Regarding Medical Condition (Unit 20)**

Upon request the State will provide any employee in Unit 20 working with any inmate, ward, client, resident, patient or student, available pertinent medical information needed to properly care for these persons. Provision for the release of such information shall be consistent with applicable laws and rules pertaining to confidentiality.

TA  
STW  
1000 7/23/19  
@ 1456

*Alfonso*  
*Loren Franklin*  
*W for*  
*Patricia F. Heyman*  
*Steph Charles*  
*MLC*

*State*  
*Hilda Duran*  
*Jeanette H. Hault*  
*Jannette Kahn*  
*[Signature]*  
*[Signature]*  
*[Signature]*

T/A @ 3:50 pm



Union Proposal

Bargaining Unit 3

Date 7/25/19

Proposal No: 1

7/29/19 state

**The Union proposes the following rollover language:**

**10.33.3 Temperature Controls (Unit 3)**

- A. The State and the Union acknowledge the vital importance of maintaining proper temperatures in the worksites that minimize physical discomfort and promote a healthy working environment.
- B. The State will endeavor to maintain ambient interior temperature within State owned and leased properties pursuant to applicable State Guidelines, including but not limited to, levels articulated in the State Administrative Manual (SAM) and levels articulated in Cal/OSHA policies.
- C. The State is committed to making every effort to adhere to the State Guidelines regarding temperature and humidity standards. However, if the temperature of the working environment drops or rises above the guidelines the State shall make every effort to correct this deficiency in a timely manner.
- D. In the event that the temperature continues to be out of

*Jim Gwone*  
*Chelato*  
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7/29/19

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7/29/19  
State:

compliance with State Guidelines for an extended period of time, the State reserves the right to make the decision whether work continues or if non-essential employees will be released from the worksite. If non-essential employees in Unit 3 are released from the worksite by management, they will be released without loss of time or pay in accordance with their professional status.

E. This section shall only be grievable to the second level of the grievance process.

Jim Gurne  
Chick  
7-29-19

Jim Gurne  
Chick  
7-29-19

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Guy Guy  
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Suzanne Krapp

7-29-19

M. [Signature]

C. [Signature]

Chris [Signature]



Union Proposal  
Bargaining Unit 4

Date \_\_\_\_\_

Proposal No: 1

TA  
0929 28 Aug 19

The Union proposes the following language:

~~10.33.4 Temperature Controls (Unit 4)~~

- ~~A. The State and the Union acknowledge the vital importance of maintaining proper temperatures in the worksites that minimize physical discomfort and promotes a healthy working environment.~~
- ~~B. The State will endeavor to maintain ambient interior temperature within State owned and leased properties pursuant to applicable State Guidelines, including but not limited to, levels articulated in the State Administrative Manual (SAM) and levels articulated in Cal/OSHA polices.~~
- ~~C. The State is committed to making every effort to adhere to the State Guidelines regarding temperature and humidity standards. However, if the temperature of the working environment drops or rises above the guidelines the State shall make every effort to correct this deficiency in a timely manner.~~

TA  
Kristene  
Rodriguez

Donna  
Ables  
Stacy  
Hivande

BA  
B  
JP

BU4  
Karen  
Muniz  
Muniz

Freda Lopez  
Jerry King

David Allen  
JEA  
Zut

~~D. In the event that the temperature continues to be out of compliance with State Guidelines for an extended period of time, the State reserves the right to make the decision whether work continues or if non-essential employees will be released from the worksite. If non-essential employees are released from the worksite by management, they will be released without loss of compensation.~~

~~E. This section shall only be grievable to the second level of the grievance process.~~

*Haren Jeffis*  
*Strandingburg*

*Freda Legee*  
*Lenny Gray*  
*Sheryl Allen*  
*J. E. Alarney*  
*2/1/17*

*J*  
*am*  
*old*  
*BM*  
*JS*



Union Proposal

Bargaining Unit 15

Date 8/2/19  
@ 11:45

Proposal No: 1

The Union proposes the following rollover language:

**10.33.15 Laundry and Kitchen Temperatures and Visibility**

(Unit 15)

SEIU1000  
MLD  
DOM  
AC  
[Signature]  
KY

A. At the request of the Union, State departments that maintain kitchens and laundries in which Unit 15 employees work, agree to meet to discuss alternative methods for resolving issues regarding temperature variance in laundry and kitchen work areas.

TA 08/02/19 @ 11:45 AM  
[Signature]  
[Signature]  
Marian Gray

B. The State shall comply with applicable regulations regarding temperature variance in laundry and kitchen work areas. Additionally, the department will consider and may alter the shifts of Unit 15 employees so that they are working fewer hours during the hottest parts of the day. As resources permit, existing ventilation, heat, and air cooling systems, including auxiliary equipment provided in the laundries and kitchens, shall be maintained by the State in good working condition.

C. When an employee reports a loss of visibility in the kitchen area, due to elements such as steam or smoke, the supervisor will take appropriate action to ensure the safety of employees.

D. The State shall maintain and clean the kitchen exhaust systems to mitigate the loss of visibility in the work area at least once a quarter, throughout the year.

E. Upon request from the Union, the California Department of Corrections and Rehabilitation shall establish an additional seat for a Unit 15 employee to participate in the monthly Health and Safety Committee meeting at the institution where they work. The Unit 15 employee reserves the right to add an item to the meeting's agenda to discuss issues associated with laundry and kitchen temperatures.

*Manuel Salazar*

*David O'Neil*  
*Archer City*

*Yvonne Bocent*  
*2/4/19*

*TA*  
*8/2/19*  
*11:45*  
*SM*  
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*A*  
*ML*





Union Proposal  
Bargaining Unit 20

Date \_\_\_\_\_

Proposal No: 1

TA

The Union proposes the following to DELETE the following language:

2039 28 Aug 19 ~~10.33.20 Temperature Controls (Unit 20)~~

UNION

~~A. The State and Union acknowledge the vital importance of maintaining proper temperatures in the worksites that minimize physical discomfort and promote health and safety.~~

~~B. The State will endeavor to maintain ambient interior temperature within State owned and leased properties pursuant to applicable State Guidelines, including but not limited to, levels articulated in the State Administrative Manual (SAM) and levels in Cal/OSHA policies.~~

~~C. The State is committed to making every effort to adhere to the State guidelines regarding temperature and humidity standards. However, if the temperature of the working environment drops or rises above or beyond the guidelines the State shall make every effort to correct this deficiency in a timely manner.~~

*Handwritten signatures:*  
M. J. Kelly  
Susan  
Karen Frank  
W. J.  
Fabrizio  
Steve

*Handwritten signatures:*  
State  
P. de H.  
C. M.  
A. J.  
D. R.  
S. J.

*Handwritten signature:* Kristine Rodriguez 8/28/19  
*Handwritten initials:* WJ

~~D. In the event that the temperature continues to be out of compliance the State Guidelines for an extended period of time, the State reserves the right to make the decision whether work continues or if non-essential employees will be released from the worksite. If non-essential employees are released from the worksite by management, they will be released without loss of compensation.~~

UNION

W. D. [unclear]  
Austin [unclear]  
Karen Frank  
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Patrick J. [unclear]  
Steph [unclear]

State  
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07/28/19  
2:10 pm



Union Proposal  
Bargaining Unit 11

Date \_\_\_\_\_

Proposal No: 1

**The Union proposes the following rollover language:**

**10.34.11 Health and Safety Incentive Award Program –  
Department of Water Resources (DWR) (Unit 11)**

- A. The DWR will establish ~~on a pilot basis~~, a Health and Safety Incentive Program, <sup>for</sup> in the Division of Operations and Maintenance (O&M) field divisions.
- B. All permanent, full-time employees of the five (5) O&M field divisions will be eligible to participate in the program established for the division. The department agrees to provide funding of awards for the program.
- C. The program is intended to encourage employees to work safely and reduce sick leave usage. Participation in this program is limited to employees working at the five (5) O&M field divisions. The management of O&M will develop criteria and guidelines for determining whether the awards will be in cash or in material goods. The criteria established will be discussed with the Union prior to

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T/A 4:23 pm 07/29/19  
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LTP

implementing the program. Based upon the criteria implemented, awards will be given to employees who have established and maintained the best overall health and safety record.

- D. If a dispute arises over this section (10.34.11 - Health and Safety Incentive Award Program - DWR), an employee may only file a complaint per Article 6, and the decision reached by the Director of DWR or designee shall be final. This section (10.34.11) shall be effective upon enactment of legislation which clearly exempts this provision from the definition of "compensation" contained in Government Code section 20022.
- E. The State reserves the right to cancel this program if such action is deemed to be in the best interest of the State. The State agrees to give affected employees and the Union thirty (30) days notice prior to canceling the program.

Brad Willet  
Comptroller

Patricia Ann Blinn  
Asst. Dir.

Alfred [unclear]  
Asst. Dir.

TA 4:23pm  
07/29/19

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Union Proposal

Bargaining Unit 15

Date 8/9/19

Proposal No: 2

SEIU 1000

*Mani Stet*

*James D...*  
*april 18*

*Lisa O'Beard*  
*2/14*

The Union proposes the following rollover language:

**10.34.15 Building Temperature During Night Shift (Unit 15)**

The State shall endeavor to maintain moderate building temperatures while Custodians are performing assigned duties in the evening shift. Custodians shall refer concerns about building temperatures to their immediate supervisor, or building manager, in the event their supervisor is unavailable.

*JA*  
*4:14*  
*Stacy Minib...*  
*Maggie C...*  
*Kim S...*  
*Cest...*  
*MM*  
*Rosmarie Spett*



Union Proposal  
Bargaining Unit 17

TA

Date 7/30/19

Proposal No: 1

TA UNION 1:35pm

The Union proposes the following rollover language:

**10.35.17 Employee Self-Protection (Unit 17)**

The Department of Education Special Schools, the California Department of Veterans Affairs, the Department of Health Care Services and the Department of Public Health shall encourage Unit 17 employees to attend training provided in self-protection, including, but not limited to, rape prevention.

*[Handwritten signatures: X. O'Connell, Monica, B. March, Tony Zuber]*

*Di Steadman*

*M. K.*

*State*  
*Hilda Herrera*

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*[Handwritten signature]*



Union Proposal  
Bargaining Unit 17  
Date 07/30/19

TA

Proposal No: 1

The Union proposes the following rollover language:

**10.36.17 Incident Debriefing (Unit 17)**

- A. Each Department with twenty-four (24) hour facilities shall develop <sup>table at 1042</sup> policy governing work-related situations associated with a major incident.
- B. The policy shall include definition of a major incident, and establish procedures which provide for employee referrals for necessary services.

T.A. 1:36 pm  
 Union  
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 Tony Zula  
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 Hilda Huma  
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Union Proposal  
Bargaining Unit 17  
Date 7/30/19

TA

Proposal No: 1

**The Union proposes the following rollover language:**

**10.37.17 Wellness Programs (Unit 17)**

The State shall encourage all agencies with Unit 17 employees to develop and implement departmental and/or local wellness programs within existing budgetary and staffing resources. Wellness programs may include, but are not limited to, classes, speakers, informational materials and other services on such subjects as stress management, smoking cessation, weight reduction, nutrition, general fitness, and/or relaxation techniques. Employee participation in wellness programs shall be voluntary and on the employee's own time. Insofar as practical, wellness programs should be made available to Unit 17 employees working evening, night or other than regular day shifts.

TA 1:36pm  
Union  
K. Carant  
Nancy Lee  
B. M. M. M.  
Troy J. J.  
D. J. Steedman  
M. D. K.

State  
Hilda H. H.  
J. J. J.  
J. J. J.  
J. J. J.





Union Proposal  
Bargaining Unit 17  
Date 7/30/19

TA

Proposal No: 1

**The Union proposes the following rollover language:**

**10.38.17 Rest Areas (Unit 17)**

- A. Unit 17 employees shall be permitted to use non-work areas for breaks if it does not involve an additional cost; it does not involve areas restricted for health and safety reasons; it does not interfere with State business needs; or it does not negatively impact on patients, consumers, inmates, wards, or students' health and safety. The State will endeavor to retain all existing break rooms or rest areas unless the space becomes necessary for the conduct of State business. Operational needs permitting, the State shall endeavor to allow reasonable time for nurses to travel to break rooms when the facility layout prohibits a local rest area.
- B. Unit 17 employees may identify and request specific alternative locations which allow them to be removed from their daily routine and the work area for other nursing employees.

1:36pm  
TA UNION

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State

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Union Proposal  
Bargaining Unit 20

Date \_\_\_\_\_

Proposal No: 1

TA

SEIU 1000

7/29/19

@1457

**The Union proposes the following rollover language:**

**10.38.20 Rest Areas (Unit 20)**

A. Unit 20 employees shall be permitted to use unrestricted non-work areas for breaks if it does not involve an additional departmental cost; it does not interfere with departmental business needs; or it does not negatively impact patient, ward, student, client or resident health and safety.

B. The department will endeavor to retain all existing break rooms or rest areas unless the space becomes necessary for the conduct of State business. Where rest areas or break rooms are unavailable, Unit 20 employees may identify and request specific alternate locations, which allow them to be removed from their daily routine.

C. At the Veterans Home and CDE's Special Schools, the departments will not schedule

*Salome*  
*Karen Franklin*  
*WJ*  
*Patricia G. Hayden*  
*Steve Charles*  
*WJ*  
*State*  
*Debra*  
*Jane*  
*Annette Kahn*  
*[Signature]*  
*[Signature]*  
*[Signature]*

student or member activities in designated  
employee break rooms.

*Hydromer*  
Karen Franklin  
W Jim  
*Patricia J. Hayden*  
*Steph Charles*  
*Mo 10"*

State  
*Hilda Herrera*  
*Jeanette Stewart*  
*Cannette Kahn*  
*[Signature]*  
*[Signature]*  
*[Signature]*



Union Proposal

Master Table

Date 8/23/19

10:14am

TD

Proposal No: 2

TA  
1747 23 Aug 19  
ygnwaker

The Union proposes the following language:

40.X Temperature Controls (Excluding Units 3 and 15)

Stake

Kiran  
Myel  
Koblega  
Bradwell  
Soy  
Susan  
K. Cant

A. The State and the Union acknowledge the vital importance of maintaining proper temperatures at worksites to minimize physical discomfort and promote a healthy working environment.

John

B. The State will endeavor to maintain ambient interior temperature within State owned and leased properties pursuant to applicable State Guidelines, including but not limited to, levels articulated in the State Administrative Manual (SAM) and levels articulated in Cal/OSHA policies.

Shu  
M. Brown  
adette  
Paul  
gray  
Susan Day

C. The State is committed to making every effort to adhere to the State Guidelines regarding temperature and humidity standards. However, if the temperature of the working environment drops or rises above the guidelines, the State shall make every effort to correct this deficiency in a timely manner.

Jeff  
Key  
Name  
Nash  
Brent  
Kate  
Ory

Handwritten signatures at the bottom right of the page.

Ugawaker  
Helen Jones  
Myrl Cook  
Robert Vega  
Brad Miller  
Alysa Flynn  
K. C. Cant

D. In the event that the temperature continues to be out of compliance with State Guidelines for an extended period of time, the State reserves the right to make the decision whether work continues or if non-essential employees will be released from the worksite. If non-essential employees are released from the worksite by management, they will be released without loss of compensation.

E. This section shall only be grievable to the third level of the grievance process.

State

SK  
SA  
VN  
ADT  
M11  
SO  
JTR  
KS  
JMP  
NB  
AV  
CS  
B...