



Union Proposal

Master Table

Date 8-14-19

Proposal No: 1

1:55pm

TA 14 Aug 19 1355

Waelker

800

TRIM

Helen Pitts

Brad Will

Robert

Maria

Clara

Alma

Myra

Brian

The Union proposes the following rollover language:

8.14.19

16.1 Layoff and Reemployment

TA

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A. Application

Whenever it is necessary because of a lack of work or funds, or whenever it is advisable in the interest of economy to reduce the number of permanent and/or probationary employees (hereinafter known as "Employees") in any State agency, the State may layoff employees pursuant to this section.

[Handwritten signature]

B. Order of Layoff

Employees shall be laid off in order of seniority pursuant to Government Code sections 19997.2 through 19997.7 and applicable SPB and CalHR rules.

[Handwritten signature]

C. Notice

1. The State agrees to forward a copy of the layoff plan and a copy of the SROA/Surplus list (as it relates to a potential layoff) to SEIU

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

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Key Boss
Name Blito
Name C

WJW

SR

TD

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BW
PV

MCP

to
add

MC

BP

Any dispute regarding the interpretation or application of any portion of this layoff provision shall be resolved solely through the grievance and arbitration procedure.

E. Transfer or Demotion in Lieu of Layoff

The State may offer affected employees a transfer or a demotion in lieu of layoff pursuant to Government Code sections 19997.8 through 19997.10 and applicable CalHR rules. If an employee refuses a transfer or demotion, the employee shall be laid off.

F. Reemployment

In accordance with Government Code sections 19997.11 and 19997.12, the State shall establish a reemployment list by class for all employees who are laid off. Such lists shall take precedence over all other types of employment lists for the classes in which employees were laid off. Employees shall be certified from department or sub-divisional reemployment lists in accordance with section 19056 of the Government Code.

G. State Service Credit for Layoff Purposes

Stark

[Vertical list of handwritten initials and signatures in blue and pink ink, including names like Stark, JTK, SO, MH, KO, MP, etc.]

egw
SR
TIA
1/2
MCP
to
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In determining seniority scores, one (1) point shall be allowed for each qualifying monthly pay period of full-time State service regardless of when such service occurred. A pay period in which a full-time employee works eleven (11) or more days will be considered a qualifying pay period except that when an absence from State service resulting from a temporary or permanent separation for more than eleven (11) consecutive working days falls into two (2) consecutive qualifying pay periods, the second pay period shall be disqualified. Veterans will receive additional credits in accordance with Government Code section 19997.6.

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JTK
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H. Departmental Vacancies

Departments filling vacancies shall offer positions to employees facing layoff, demotion in lieu of layoff or geographic transfer in accordance with current SROA procedures.

I. Employees who are affected by layoff, reduction in time-base or other similar circumstances under this Article will be entitled to continuation of health,

dental, and vision benefits pursuant to Public Law
99-272, Title X, COBRA.

W. Wacker

800
T.M.W.

Helen Perkins

Brad Wilton
Brad W.

Man S. K.

Clara
A. L.

McCabe
Bridgette Piers

Stack
R
W. Wacker
B.W.
B.W.
D.D.
D.H.
J.T.R.
S.P.
P.H.
J.P.
M.P.
S.P.



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Master Table

Date 8-14-19

Proposal No: 1

The Union proposes the following rollover language:

16.2 Reducing the Adverse Effects of Layoff

Whenever the State determines it necessary to layoff employees, the State and the Union shall meet in good faith to explore alternatives to laying off employees such as, but not limited to, voluntary reduced work time, retraining, early retirement, and unpaid leaves of absence.

TA
14 AUG 19 1357

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8.00

MEM

Karen Jtk

Bred Wiler

Adriano

Muskat

LA Court

J. Lawrence

Myel Cook

Barbara Pien

TA

Stark 8.14.19

1:57 PM
Palm Jh

SSA
Hedeth
Haley Wanda

W. Rogers
B. W. W.

Denise G...
Mama Polito
Susan Dawey
5/6/2019 9:37 AM
Mary Stalt
L. M. DeB...



Union Proposal

Master Table

Date 8-14-19

Proposal No: 1

TA
14 Aug 19 1358
W. Walker

The Union proposes the following rollover language:

16.3 Alternative to Layoff

The State may propose to reduce the number of hours an employee works as an alternative to layoff. Prior to the implementation of this alternative to a layoff, the State will notify and meet and confer with the Union to seek concurrence of the usage of this alternative.

TRM
Terrence
Brad Walker
Robert
Mas Pat
L. Conant
J. L. Lumm
M. J. Carter
A. J. Pen

8-14-19 1:58 pm

(TA)

State

Talanga
S.S. L
Alex
Haley
Miranda
W. Hanger
B. J. W. J.

Beitner
Alex
Mona Pöhto
A. J. M.
K. J. Duboss

Greg Buff
Denna Nadecky
J. J. Z
5/6/2019 9:38 AM
Susan Dancy
M. J. W.



Union Proposal

Master Table

Date 8-14-19

Proposal No: 1

TA
14 Aug 19 1400

The Union proposes the following rollover language:

16.5 Layoff Employee Assistance Program (EAP)

Employees laid off shall be provided services in accordance with the EAP. Such services are term limited for six (6) months from the actual date of layoff.

[Handwritten signatures in blue ink:]
W. Wacker
D. Williams
K. Karpoff
B. Biddle
M. Mansfield
K. Curant
J. Johnson
M. M. Miller
S. S. Smith

8-14-19
Stake 2pm
TA
[Handwritten signatures in blue and pink ink:]
T. T. Taylor
S. S. Smith
H. H. Hall
S. S. Smith
W. W. Wilson
B. B. Baker
M. M. Miller
D. D. Davis
J. J. Jones
S. S. Smith
M. M. Miller
K. K. King



Union Proposal
Bargaining Unit 3

Date 7/25/19

Proposal No: 1

The Union proposes the following rollover language:

16.6.3 Special School Teacher Layoff (Unit 3)

In the event a Special School Teacher will be laid off, the Special Schools will consider that teacher for vacant teaching positions in other Special Schools which require the same credential.

The Special Schools will endeavor to inform teachers by April 1 of a school year if they intend to layoff teachers.

This does not preclude a Special School from laying off teachers if notice is not given by April 1.

He
12:41 pm

7/25/19

Suzanne Knapp

state 7/25/19

