



Union Proposal
Units 1, 3, 4, 11, 15, 17, and 20
Date _____

Proposal No: 3

The Union proposes the following language:

A. Voluntary Transfer Process Eligibility

- a. CDCR and CCHCS permanent employees from Deuel Vocational Institution (DVI) shall be eligible to participate in the Voluntary Transfer Process (VTP) related to the closure of DVI.
- b. Employees will be provided access to seniority scores including CHCF.
- c. Employees will be provided access to viable position information statewide, however placement through VTP will only be awarded to viable positions outside the area of impact (San Joaquin County).
- d. Employees from DVI shall be eligible to transfer into any remaining viable positions outside of the area of impact within their respective departments (class to class).
- e. Employees from DVI working in a classification utilized at both CDCR (excluding DJJ) and CCHCS, who participate in the VTP defined in letter (d) above, and are unsuccessful in receiving a VTP placement within their respective department, will be provided the opportunity to transfer into any remaining viable positions outside of the area of impact within the sister department (class to class).
 - i. In order to effectuate this change, DVI employees, who are eligible based on classification, may receive both CDCR and CCHCS VTP election worksheets simultaneously in order to express interest in viable options within the sister department.
- f. Work location options will include the following information:
 - i. CDCR/CCHCS Institution – Institution

- ii. CDCR HQ – Division Program/Office
- iii. CCHCS HQ/Regional Office
- g. Employees in permanent full-time positions shall be offered permanent full-time positions within their current classification in the VTP.
- h. Employees from DVI currently appointed in a limited term position and hold permanent status, will be eligible to participate in the VTP. These employees will be afforded viable options to permanent positions of the classification in which they last held permanent status.

B. Relocation Notice Timeline

- a. Employees may receive notification of their awarded work location within fifteen (15) days of the VTP worksheet due date.
 - i. Employees shall be informed when receiving their award notification of their appointment effective date.
 - ii. When the effective date of the transfer has to change due to unforeseen circumstances, the department will notify the impacted employee within five (5) business days.
 - iii. Where there is operational need, and no other feasible alternative to allow the impacted employee to physically report on the date initially provided; and the impacted employee has already realized costs related to relocation based upon the initial physical report date, the department shall assume any documented costs incurred as a result of the change.
- b. Employees shall receive no less than a thirty (30) calendar days' notice, when the new work location assignment results in a change in residence if the work location is less than fifty (50) miles from their current work location.
- c. Employees shall receive no less than a forty-five (45) calendar days' notice, when the new work location assignment results in a change in residence if the work location is more than fifty (50) miles from their current work location.

- d. The notice periods in (b) and (c) will be applicable to employees who, based on operational need, physically remain at DVI after the VTP award is keyed to their new work location shall be entitled to reimbursements in accordance with Article 12.1 (Business and Travel Expenses).
- e. Employees who are relocating their residence fifty (50) miles or greater from their current residence as a result of the DVI VTP shall be eligible for a one-time relocation in the amount of \$1,500.
 - i. Employees who are relocating their residence fifty (50) miles or greater from their current residence, shall request and be granted a total of twenty-four (24) hours of ATO to seek housing and address other needs related to a relocation. The ATO does not have to be taken consecutively.
 - ii. Employees who are relocating their residence one-hundred (100) miles or greater from their current residence, shall request and be granted a total of thirty-two (32) hours of ATO to seek housing and address other needs related to a relocation. The ATO does not have to be taken consecutively.
 - iii. These requests shall not be unreasonably denied.
 - iv. In the event an employee's request for ATO cannot be granted, prior to denial, the request must be elevated to the appropriate Headquarters' Labor Relations Office for review and approval/denial.

C. Bid Positions

- a. Employees shall have the opportunity to participate in the annual Post and Bid process at their new work location even if the annual Post and Bid process is carried out prior to their physical report date.

- b. In the event the annual Post and Bid process is conducted prior to the conclusion of the VTP, a supplemental bid process will be conducted.
- c. The departments shall honor previously awarded vacation bids.

D. Continued Eligibility for Development Programs

- a. Where feasible, the department shall enable employees currently participating in a professional development program to maintain participation in the program.
 - i. Where feasible, employees participating in apprenticeship programs shall be allowed to continue to participate in an apprenticeship program upon transfer to a new work location.
 - ii. Where feasible, employees participating in department-run development programs such as Upward Mobility or Career Mobility shall maintain their participation and eligibility for these programs at their new work location.

E. Subsequent Future Institution/Facility Closure

- a. If an employee participates in the DVI VTP, and is awarded a new work location that is subsequently ordered closed, the employee shall have first pick during any future VTP for the subsequent closure. In the event there is more than one employee in a specific classification, state seniority will be utilized.
 - i. This provision is not subject to the Expedited Dispute Resolution as outlined below.
- b. If the Workforce Consolidation and Reduction Support team is aware of the next CDCR institution scheduled for closure prior to the award of the VTP, those positions will not be included in the awarding process.


F. Expedited Dispute Resolution

- a. All disputes concerning the application of this agreement shall be directed to the Expedited Dispute Resolution

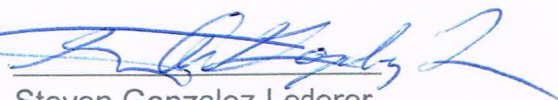
Committee for resolution, this committee will be the final level of review.

- b. The Committee shall be comprised of two (2) members of management from CDCR, two (2) members of management from CCHCS, (not to exceed four (4) members of management) and one (1) member of CalHR Labor Relations, and five (5) SEIU representatives.
- c. This Committee will meet within five (5) business days upon written request to management or SEIU representative/grievant. This Committee will remain in effect until there are no longer SEIU employees working at DVI.

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