



**UNION PROPOSAL**  
**Bargaining Units: All (Excluding Unit 17)**  
**May 20, 2008**

11:29 AM  
6/13/08

**Article and Section No.: 2.4**

**Proposal No.:**

TA @  
1:47 pm  
6/16/08

*The Union proposes that no changes be made to the following section:*

**2.4 Distribution of Union Information (Excludes Unit 17)**

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

B. The Union may, before or after work hours or during meal and rest periods, distribute Union literature. Distribution of Union information shall not be unreasonably denied or disrupt the work of others. However, if access for distribution of information is restricted for safety, security, or patient care including patient privacy, other reasonable accommodation will be made in accordance with department procedures.

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

TA @ 1:47 pm  
6/16/08  
*Romana*  
*Christina Freeman*  
*Pat*  
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- D. The Union agrees that any literature posted or distributed on-site will not be libelous, obscene, defamatory, or of a partisan political nature.
- E. The Union shall be permitted incidental and minimal use of State electronic communication systems for communication of Union activities as the departments permit for other non-business purposes.
- F. The use of electronic communication systems (devices) are not considered private or secure information and are subject to being monitored by the department.

TA@ 1:47pm

UNION

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