



Union Proposal

Master Table

Date 8/22/19

11:50 AM

Proposal No: 2

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TAA  
1150 22 Aug 19

The Union proposes the following language:

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2254 20 Aug 19

**19.8 Flexible Work Hours (Excludes Units 17 and 21)**

A. Every department shall <sup>HAVE</sup> offer a flexible work hours program which shall include flexible work hours, an alternate workweek schedule, and/or reduced workweek schedule.

A.B. Upon request by the Union or an employee, the State shall not unreasonably deny a request for flexible work hours, an alternate workweek schedule or reduced workweek schedule. Employees who have flexible work hours or are placed on an alternate workweek or reduced workweek schedule will comply with procedures established by the department.

B.C. Any denial of requests made under subsection A B shall be provided in writing. A copy of the written denial shall also be sent Attn: SEIU Local 1000 Headquarters. In addition, a department head or designee may, upon thirty (30) days notice to affected employees cancel or make permanent

*Robert Vega*  
*Russell*  
*James*  
*Karen*  
*Bud*  
*Mark*  
*Tracy*  
*Brook*

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*A. Dente*  
*[Signature]*

WALKER  
Robert

AUSA

James

Harold

Bond

Mark

Will

Brook

changes to flexible work hours, alternate work schedules, or reduced work time schedules.

GD. An "alternate workweek schedule" is a fixed work schedule other than standard work hours.

"Flexible work hours" allows for the change of work schedules on a daily basis. "Reduced work time" is defined in Government Code sections 19996.20 through 19996.29.

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8/20/2019 9:47 AM

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Union Proposal  
Bargaining Unit 17  
Date 8/20/19

8/20/19 9:33 AM

Proposal No: 1

TA  
@ 2103 20 Aug 19

The Union proposes the following rollover language:  
**19.8.17 Flexible Work Hours and Alternate Work Schedules**  
(Unit 17)

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A. Departments shall establish policies for flexible work hours and alternate work schedules for Unit 17 employees who desire to participate. It is understood, however, that all Unit 17 employees will comply with any sign-in procedures established by a department. Requests for participation in a flexible work hour or alternative work schedule program shall not be unreasonably denied.

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At the request of the Union, the departments agree to schedule a meeting at each facility to discuss Union proposals related to flexible hours and alternate work schedules, for level of care employees. Additional meetings may be scheduled with mutual agreement.

B. "Flexible work hours" allow for the change of

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Tony Smith  
B. Smith  
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work schedules on a daily basis. An "alternate work schedule" is a fixed work schedule other than regular/standard work hours.

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C. A regular alternate work schedule shall not exceed twelve (12) hours per work day.

D. The affected employees shall be surveyed to determine the preferred work schedule. In the instance of a twelve (12) hour day workweek schedule, the choice shall be between 6 o'clock to 6 o'clock and 7 o'clock to 7 o'clock. A simple majority vote shall determine which twelve (12) hour schedule will prevail. The State may start the shift at thirty (30) minutes to the hour. The survey shall be jointly conducted by the Union and the Department designee. A written tabulation of the results shall be submitted to the Union. Atascadero State Hospital may continue its twelve (12) hour day scheduling program on a pilot basis for the term of this Contract.

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E. Alternate work schedules include, but are not limited to four (4) consecutive ten (10) hour days (also known as "4 ten 40's" and "9 eight 80's")

with each week utilizing consecutive days.

F. Any denial of requests made under this section shall be in writing. In addition, permanent changes or cancellations to flexible work hours, alternate work schedules or reduced work time schedules shall not be made without prior adequate notice of at least thirty (30) calendar days to affected employees.

G. Upon request of the Union, departments will provide a copy of their formal written flexible work hours and alternate work schedule policies.

H. When a department intends to either establish and/or make major modifications in their existing flexible work hours and/or alternate work schedule policy, they shall notice in accordance with Article 24.1.

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