

2011 Contract Language for Joint Labor Management Committees

SkillBrief

Article 5.9 Joint Labor/Management Committee on Discrimination (JLMCD)

A. Upon the request of the State Personnel Board (SPB), the JLMCD on Discrimination will meet to discuss the committee recommendations from the December 2000 and November 2003 JLMCD

Reports, submitted to the SPB, relating to maintaining a discrimination-free State workplace.

B. The committee will consist of five (5) Union representatives who will represent SEIU Local 1000 and five (5) State representatives. Selected members shall be representative of groups protected by the Federal and State civil rights legislation.

C. If a meeting is convened by the SPB, the JLMCD shall meet to discuss requests made of the JLMCD by SPB. The State agrees that the Union representatives will be permitted eighty (80) hours of release time during the term of this Contract to serve and participate on the committee without a loss of compensation. The committee will be co-chaired by one of the Union's representatives, along with a co-Chair representing the State.

Article 5.10 Labor/Management Committees

A. The State and SEIU encourage the use of Labor Management Committees to address issues of mutual concern in a problem solving context. Upon request of either party, a Labor/Management Committee (JLMC) shall be established to address specific or ongoing issues such as:

1. Workload
2. Productivity
3. Making the worksite more efficient and effective
4. Improving the quality of service

B. An established JLMC shall adhere to the following guidelines:

1. The JLMC will consist of equal reasonable number of management representatives selected by the department head or designee and Union representatives selected by the Union.
2. JLMC recommendations, if any, will be advisory in nature.
3. JLMC meetings shall not be considered contract negotiations and shall not be considered a substitute for the grievance procedure or professional practice groups.

4. Employees who participate on such a committee will suffer no loss in compensation for attending meetings of the committee.
5. Dates and times of meetings and agendas of the JLMC's shall be mutually determined by the members of the JLMC.

Article 5.13.14 Labor/Management Committee – OSP (Unit 14) The Department of General Services (DGS), Office of State Publishing agrees to establish a Joint Labor/ Management Committee to discuss issues of concern to Unit 14 employees at OSP. The Committee shall be administered under the following provisions:

1. The Committee shall be advisory in nature and provide recommendations to the State Printer, Office of State Publishing, and the Union.
2. The Committee shall be composed of three (3) management representatives and three (3) Unit 14 employees. The management representatives shall be selected by the State Printer, and the labor representatives shall be selected by the Union. Additional representatives (management or labor) may be temporarily added contingent on the issues being discussed and the information needs of the Committee.
3. OSP labor representatives shall serve without loss of compensation.
4. Meeting schedules shall be mutually agreed upon subject to operational needs of OSP.
5. The Committee will meet to consider issues, including but not limited to, training needs of Bargaining Unit 14 employees, complaints, potential policy and procedure changes, safety and productivity improvement measures.

Article 5.14 Joint Labor/Management Committee – Model Policy

- A. It is in the best interest of the State and the Union to jointly develop a consistent alternate work schedule policy for 4/10/40 work schedules. Therefore, the Union and the Department of Personnel Administration (DPA) agree to establish a joint Labor/Management Committee (Committee) to develop a 4/10/40 work week policy.
- B. The Committee shall consist of ten (10) members, five (5) selected by the Union and five (5) selected by the DPA. The Co-Chairs of the Committee shall be one individual selected by the Union and one individual selected by the DPA. The Committee shall meet monthly after the ratification of this contract. The Co-Chairs shall agree on an agenda prior to the date of the meeting.
- C. The model policy recommendation shall be completed and in writing before the expiration of the contract. DPA shall encourage departments to use the mutually agreed upon policy and make it available to all departments.
- D. The State agrees that the Union representatives shall participate on the Committee without loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.

Article 5.14.14 BU 14 Upward Mobility Joint Labor/Management Committee

A. The State and the Union agree to continue the Joint Labor/Management Committee on Upward Mobility to assist departments in complying with their upward mobility requirements.

B. The BU14 Joint Labor/Management Committee on Upward Mobility will consist of at least eight (8) members, four (4) management members selected by DPA and four (4) Union members selected by the Union. The committee shall be co-chaired by one of the Union's representatives, along with a co-chair representing the State.'

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C. At the request of the Union, the committee will meet quarterly. Members of the committee will be granted state release time for all committee meetings.

D. The committee will develop a handbook identifying outside funding sources for educational opportunities, apprenticeship programs, internships, career counseling and other assistance for upward mobility. The committee may include internal state sources for career training opportunities.

E. Each department shall establish and maintain an upward mobility program consistent with SPB Regulations. At the request of the Union, the department shall meet to discuss their upward mobility program. Recommendations for adding to or deleting from the upward mobility program shall be considered by the department. Any change shall be consistent with the SPA regulations.

Article 5.15.3 Joint Labor Management Committee SB 2042 (Unit 3)

The California Department of Education, State Special Schools, will be establishing a Joint Labor Management Committee to review the credentialing requirements of the California Beginning Teacher Support and Assessment (BTSA) induction program for possible utilization of the State Special Schools.

The committee shall begin meeting within ninety days after ratification of this contract, provided that the 90 days is during the normal school year. The committee by mutual agreement shall determine its meeting schedule and agenda.

The committee will consist of an equal number of Union and CDE representatives.

Article 5.15.11 Joint Labor Management Committee (JLMC) (Unit 11)

The purpose of the Joint Labor Management Committee (JLMC) shall be to provide a forum for SEIU Local 1000 Unit 11 and management from California Department of Transportation, Department of Water Resources, Water Resources Control Board

and Air Resources Control Board, and a representative from the Department of Personnel Administration to meet quarterly to discuss issues of concern to the Architectural and Engineering members of the Union. These issues shall include but not limited to training and upward mobility and work concerns. Issues discussed shall not be within the scope of bargaining.

The committee shall meet at a minimum of a least once per quarter. The State and the Union shall each be entitled to select a maximum of five (5) representatives. The State and Union shall each select its own representatives. No more than two (2) Union representatives shall be from the same department. The Co-Chairs of the Joint Committee shall be one individual selected by the Union and a Department of Personnel Administration representative. The Co-Chairs shall agree on an agenda fourteen (14) calendar days in advance of the meeting. The JLMC shall by mutual agreement determine the meeting schedule and the ground rules. Once an issue has been discussed it shall not be the topic of a subsequent meeting except with mutual concurrence.

The State agrees that the Union representatives shall participate on the Committee without loss of compensation. The State shall not incur any additional costs, including but not limited to, travel expenses as a result of attending the meeting.

Article 5.16.1 Disability Evaluation Analyst Workload Committee – Pilot (Unit 1)

A. Establishment of Joint Labor Management Committee

Upon ratification of the agreement the State and the Union agree to establish a Pilot joint/labor management committee to review the workload Disability Evaluation Analysts (DEAs) who work in the Disability Determination Services Division (DDSD) of the California Department of Social Services (CDSS).

The State and the Union shall each be entitled to select a maximum of four (4) representatives.

The Co-chairs of the JLMC shall be one (1) committee member selected by the Union and one (1) committee member selected by the State. The State and the Union shall select its own representatives. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. JLMC members and employee subject matter experts shall serve without loss of compensation.

The JLMC shall meet at least once per quarter. The JLMC, by mutual agreement, shall determine its meeting schedule, ground rules and agenda. The Co-Chairs shall finalize the agenda a minimum of fourteen (14) days in advance of the meeting.

The JLMC shall discuss and may make recommendations on the following:

1. Retention of employees in the DDSD
2. Workload
3. Overtime
4. Training, career advancement and upward mobility
5. Reduction of Case Backlog

The committee may mutually agree to develop written reports after concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern(s) and any joint recommendations.

This pilot committee shall sunset two years from the date of ratification.

Article 5.16.4 Disability Determination Services (DDSD) Workload Committee (Unit 4)

A. Establishment of Joint Labor Management Committee The State and the Union agree to establish a joint labor/management committee (JLMC) to review the workload Program Technicians (PTs) who work in the Disability Determination Services Division (DDSD) of the California Department of Social Services (CDSS).

The State and the Union shall each be entitled to select a maximum of four (4) representatives.

The Co-chairs of the JLMC shall be one (1) individual selected by the Union and one (1) individual selected by the State. The State and the Union shall select its own representatives. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. JLMC members and employee subject matter experts shall serve without loss of compensation.

The JLMC agrees to meet once per quarter. The JLMC, by mutual agreement, shall determine its meeting schedule, ground rules and agenda. The Co-Chairs shall finalize the agenda a minimum of fourteen (14) days in advance of the meeting. The Union shall provide the State with any information requests a minimum of fourteen (14) days in advance of the meeting. The State shall respond to the information requested before each scheduled meeting date.

The JLMC shall discuss and may make recommendations on the following:

1. Workload
2. Overtime
3. Training, career advancement and upward mobility
4. Retention of employees in the DDSD
5. Reduction of Case Backlog

The committee may mutually agree to develop written reports after

concerns are discussed. The written reports may include, but are not limited to, a discussion of the concern(s) and any joint recommendations.

Article 5.17 Joint Labor Management Committee – State Human Resources Modernization Project The Union and the State agree to establish a Joint Labor Management Committee (Committee) to discuss and provide recommendations to the Union and the State concerning the Human Resources Modernization Project (Project) and its potential impact on employees.

Topics of discussion may include:

- Workforce Planning
- Classification
- Compensation
- Recruitment/Selection
- Performance Management

The Committee shall consist of ten (10) members, five (5) selected by the Union and five (5) selected by the State. Each party shall select an individual to serve as Co-Chair. The Committee by mutual agreement shall determine its meeting schedule, ground rules and agenda and shall commence meeting as soon as possible after ratification of this Contract, and shall meet at least monthly thereafter.

Employees shall suffer no loss in compensation for serving on the Committee.

It is not the intent of this section to limit the ability of the State and the Union to otherwise address particular issues concerning areas generally falling within this section.

This Section is subject to and does not supersede the provisions of Articles 14.1 Classification

1. Changes and 24.1 Entire Agreement.