



Union Proposal
Units 1, 3, 4, 15, 17, and 20
Date: July 22, 2024


Union Proposal No: 2


The Union proposes the following language:


Final Voluntary Mitigation Opportunity (FVMO)


1. Employees who receive a layoff options worksheet and are unsuccessful in retaining employment via the layoff options process, shall be afforded the ability to transfer, separate and apart from the layoff options process, to identified locations within the same classification and time-base as their impacted classification identified by the respective department.
2. Employees who qualify for this opportunity shall receive an FVMO Worksheet electronically along with their layoff final determination notice.
3. Employees shall utilize the FVMO Worksheet to prioritize their interest in work locations identified.
4. Employees shall have fourteen (14) calendar days to complete and submit their FVMO Worksheet via email.
5. FVMO transfers will be awarded based off seniority.
6. Employees will receive notification of the outcome of their FVMO Worksheet within six (6) calendar days of the worksheet due date.
7. Employees who participate in the FVMO and are successful in receiving a transfer will have an effective and physical report date which coincides with the CVSP Layoff date to ensure there is no break in service.
8. Employees shall work with the new work location's management if they are unable to report on their next scheduled workday following the CVSP Layoff date and may use their own leave credits, up to 80 hours.
 1. Use of leave credits will not be denied.


FOR THE UNION


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Susan Rodriguez
SEIU Local 1000, Chair of Unit 1


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Karen DeVoll
SEIU Local 1000, Unit 1


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Robert Holtz
SEIU Local 1000, Chair of Unit 3

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Debra Thomas
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SEIU Local 1000, Unit 3


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Jose Eric Alcaraz
SEIU Local 1000, Alternate Vice Chair, Unit 4

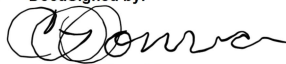
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Eric Murray
SEIU Local 1000, Chair of Unit 15

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SEIU Local 1000, Vice Chair of Unit 15

FOR THE STATE

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SEIU Local 1000, Chair of Unit 17

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Naomi Musembi-Johnson

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SEIU Local 1000, Chair of Unit 20

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Angie Tate

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SEIU Local 1000, Unit 20

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Eloise Merrifield

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SEIU Local 1000, Staff



Union Proposal
Units 1, 3, 4, 15, 17, and 20
Date: July 22, 2024

Union Proposal No: 3

The Union proposes the following language:

A. Options Meetings

1. At the employee's request, an Options meeting will be afforded to impacted employees who receive an options worksheet.
 - a. Option Meetings for CDCR employees will be afforded via Teams, Teleconference, Telephone, or in-person if onsite.
 - b. Eligible employees shall contact the SSRO Help Desk to schedule a time for the Options Meeting.
 1. If an employee needs further clarification they shall be able to request a second Options Meeting to be held prior to the options worksheet being due.
 2. Employees who require a reasonable accommodation shall contact CDCR SSRO Help Desk.
 - c. Option Meetings for CCHCS employees will be afforded via Teams, Teleconference, Telephone, or in-person if onsite.
 1. Eligible employees shall contact the Workforce Consolidation and Reduction Support (WCRS) section to schedule a time for the options meeting.
2. Eligible employees who request an Options Meeting will be provided with a specific date and time within two (2) calendar days of the initial request.
3. Eligible employees who participate in these meetings will do so with no loss of compensation.
4. Upon the employee's request, a private location for employees to participate in Options Meetings will be provided onsite.
5. Options Meetings will be scheduled in such a manner, that employees are able to participate during their regular work shift.
6. Union representatives will be made available during the scheduled Options Meetings for employees who request representation.

7. The initial schedule and timeframe (dates/times) of Options Meetings shall be provided to the Union at least ten (10) calendar days prior to the first day of the Options Meetings.
8. The inability of the Employee or Union Representative to participate in an Options Meeting will not change the obligation of the employee to submit their options worksheet by the designated due date.
9. The options identified on the Employee's worksheet, including those provided as an alternative to layoff (demotion or transfer), are a point-in-time in which the worksheet is provided, classification, and seniority.
 - a. Employees will be notified of the results of this process by no later than August 30, 2024.

B. Post and Bid

1. Bargaining Unit 15 (BU15) employees, shall be afforded the opportunity to participate in the applicable Post and Bid process at the work location where they are placed in the Options process as outlined in the MOU. BU15 employees shall participate without loss of compensation.
2. All eligible Bargaining Unit 17 (BU17) employees shall be afforded the opportunity to participate in the applicable Post and Bid process at the work location where they are placed in the Options process as outlined in the MOU. BU17 employees shall participate without loss of compensation.

C. Approved Leave Requests

1. Employees who are awarded placement within CDCR or CCHCS as a result of the layoff options process shall have any previously approved leave requests honored at their new work location. This would be applicable to all types of pre-approved leave including, but not limited to, vacation time, professional development days, pre-scheduled medical leave or PLP hours.

D. Upward Mobility and Career Mobility Programs

1. Where feasible, employees who are currently participating in an approved Upward Mobility, Career Mobility, or Apprenticeship program shall be afforded the ability to continue to participate in the program at their new work location.


E. Informational Sessions

1. SEIU will continue to be notified of CDCR SSRO or CCHCS WCRS initiated Informational Sessions and will continue to be afforded the ability to be present to support and provide representation to their members. This notification shall come from the department at least seven (7) calendar days prior to the session.

F. Waiver of Report of Current Performance

1. CDCR and CCHCS permanent employees impacted by the SROA process resulting from the closure of CVSP shall not be subject to a Report of Current Performance, CalHR 040 (GC 19997.3).

FOR THE UNION


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FOR THE STATE

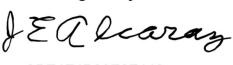
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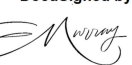
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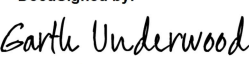
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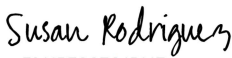
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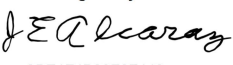
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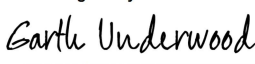
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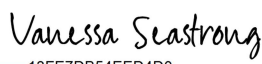
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