

ARTICLE 39 – SUBCONTRACTING UNIT WORK

- A.** Before determining whether or not to subcontract bargaining unit work, the University shall consider whether said work should be performed by bargaining unit employees in-house. However, the decision to subcontract work is the prerogative of the University and management reserves the right to subcontract unit work. The University will make reasonable efforts to perform unit work in-house.
- B.** Upon written request by the Union, no more than four times per year, the University shall provide to the Union and a designated steward a summary of subcontracted work which is funded by the State of California Operations and Maintenance of Plant budget, or a Job Order Contract, or a minor capital project, or deferred maintenance project. For the purposes of this Article only, subcontracted work is that work which is less than \$50,000 in total, or painting work which is less than \$25,000 in total.
- C.** The University agrees to notify the Union, at least sixty (60) calendar days in advance of its intent to subcontract any unit work which would result in the layoff of unit employees, and shall meet and confer upon request regarding the subcontracting of such unit work. If agreement is not reached, the University may implement its decision.
- D.** The University and the Union agree that any concerns the Union may have about subcontracted work as referenced in Section A above may be added to the agenda of the parties' quarterly labor-management meeting pursuant to the provisions of Article 37 of this Agreement.