ARTICLE 20
SUBCONTRACTING

A. Management Decision
When determining whether or not to subcontract bargaining unit work, the University will 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, including the right to continue subcontracting work which has been subcontracted in the past.

B. Provision of Information to Union
Upon written request by the Union, four (4) 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. Subcontracted work is that work which is less than fifty thousand dollars ($50,000) in total, or painting work which is less than twenty five thousand dollars ($25,000) in total.

C. Notification to the Union
The University agrees to notify the Union at least thirty (30) 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 effects upon the employees of said subcontracting.

D. Discussion
The University and SETC 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' Labor-Management meeting pursuant to the provisions of Article 33 of this Agreement.