

General Updates: Replace all References to State Employees' Trade Council and SETC with Teamsters Local 2010

ARTICLE 1 – RECOGNITION

Add new Title Codes and Job Titles

ARTICLE 2 – CLASSIFICATIONS AND RECLASSIFICATIONS

No Change to Current Language

ARTICLE 3 – DEFINITIONS

Add new Definitions

ARTICLE 4 - NONDISCRIMINATION IN EMPLOYMENT

No Change to Current Language

ARTICLE 5—POSITIONS AND APPOINTMENTS

No Change to Current Language

ARTICLE 6 - PROBATIONARY PERIOD

No Change to Current Language

ARTICLE 7 - PERFORMANCE EVALUATION

No Change to Current Language

ARTICLE 8 - PERSONNEL FILES

Update and improve language. Reflect technological changes in personnel file storage and access.

ARTICLE 9 – APPRENTICES

No Change to Current Language

ARTICLE 10 - TRAINING AND DEVELOPMENT

Improve and expand access, quality, quantity, time-off, and cost for training, development, education, and certifications.

ARTICLE 11 - PROMOTION AND TRANSFER

No Change to Current Language

ARTICLE 12 - HOURS OF WORK

Improve and change 4-10 work schedule hours

Improve, clarify, and define “special skills”

Improve the fairness of notice periods and postings

Add language relating to emergency assignments, call-back, and on-call

Improve, clarify, and improve fairness in work schedules, On-Call and Call-Back

Add language that removes any requirements for clocking in and out; including for meal periods, rest periods

Add language that allows employee flexibility and allows for make-up time for late and early departures.

Add Language that employees are provided with a grace period before and after start time and clock out time prior to any disciplinary actions.

ARTICLE 13 - UNIFORMS, TOOLS, AND EQUIPMENT

Implement a Joint Labor Management Uniform Committee

Add Language regarding Vehicles

GPS monitoring will not be used for purposes of monitoring employee performance, attendance, nor as a tool to discipline

Employees may use vehicles during breaks and lunches

ARTICLE 14 – OVERTIME

Change definition of overtime and expand what is included in hours worked

Improve and Clarify Scheduling of Compensatory Time Off

Increase the amount of CTO accrual maximum

Improve, clarify, and improve fairness in scheduling, posting, cancellation, notification and distribution of overtime

Increase overtime meal allowance

ARTICLE 15 - SHIFT DIFFERENTIAL

Increase shift differential

ARTICLE 16 – HOLIDAYS

Improve, clarify eligibility for holiday pay

Update to include Side Letter-Holiday Pay Alternate Work Schedules

ARTICLE 17 – VACATION

Increase vacation accrual rate

Improve, clarify, and improve fairness and timeliness in scheduling and notification of approved vacation leave.

ARTICLE 18 - SICK LEAVE

Increase Bereavement Leave

ARTICLE 19 - WORK-INCURRED INJURY OR ILLNESS

No Change to Current Language

ARTICLE 20 - MEDICAL SEPARATION

No Change to Current Language

ARTICLE 21 - REASONABLE ACCOMMODATION

Modify language to comport with federal and state laws.
Improve the process, worker input, and fairness of the accommodation process.
Change arbitrability

ARTICLE 22- LEAVES OF ABSENCE

Add Time to Vote

ARTICLE 23 - RESIGNATION & JOB ABANDONMENT

No Change to Current Language

ARTICLE 24 - MILITARY LEAVE

No Change to Current Language

ARTICLE 25 – DISCIPLINE AND DISMISSAL

Clarify and improve types of discipline
Investigatory Leave must be with pay and with notice.

Notice of intent, discipline, investigatory leave to Teamsters

ARTICLE 26 - GRIEVANCE PROCEDURE

No Change to Current Language

ARTICLE 27 - ARBITRATION PROCEDURE

Update List of Arbitrators

ARTICLE 28 - LAYOFF AND REDUCTION IN TIME

Improve and update Merced 2020 provisions and protections against layoffs

ARTICLE 29 – JOINT HEALTH AND SAFETY COMMITTEE

No Change to Current Language

ARTICLE 30 - HEALTH AND SAFETY and Appendices E and F

Increase the allowances for protective clothing, prescription/corrective lenses, and equipment

ARTICLE 31 - MISCELLANEOUS PROVISIONS

No Change to Current Language

ARTICLE 32 – PARKING

Limit parking increases and expand reduced parking rates
Provide notice and post reduced parking rates

ARTICLE 33 - INSURANCE AND RETIREMENT BENEFITS

Protect guaranteed pension benefits, and defend the health of the defined benefit plan.

Reduce or freeze employee retirement contributions.

Freeze healthcare contributions over term of contract, or reduce if cost decreases.

ARTICLE 34 - DEATH PAYMENTS

No Change to Current Language

ARTICLE 35 - DUES DEDUCTIONS

Update dues deductions and related articles to comport with state legislation

Improve and clarify indemnification

Remove unnecessary language

ARTICLE 36 - LABOR-MANAGEMENT RELATIONS

Improve, expand, and clarify role of joint labor management meetings

ARTICLE 37 – BARGAINING UNIT WORK

Improve and update protections of bargaining unit work threatened by “public private partnerships,”

Merced 2020, subcontracting, privatization, students, etc; ensure quality, health and safety, and efficiency

ARTICLE 38 – SUB-CONTRACTING

Improve, clarify, and expand protections of bargaining unit work and protection of bargaining unit

positions threatened by “public private partnerships,” Merced 2020, subcontracting, and privatization;

ensure quality, health and safety, and efficiency

ARTICLE 39 - UNION RIGHTS

Improve, clarify, and expand union rights

ARTICLE 40 - MANAGEMENT RIGHTS

No change to current language

ARTICLE 41 - NO STRIKE/NO LOCKOUT

The Union proposal may be forthcoming

ARTICLE 42 – WAIVER

No change to current language

ARTICLE 43 – SEVERABILITY

No change to current language

ARTICLE 44 – WAGES

Improve and increase wages and compensation

ARTICLE 45 – DURATION

The Union proposal will be forthcoming

ARTICLE 46 - OUT-OF-CLASS ASSIGNMENT

No change to current language

Appendices: Review all appendices and side letters