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