

ARTICLE 32
RELEASE TIME FOR BARGAINING

- A.** IAFF shall designate as a bargaining team member for the unit not more than one (1) active status bargaining unit employee. IAFF shall provide in writing the names of the designated permanent members of its bargaining team to the UC Davis campus Employee & Labor Relations at least thirty (30) calendar days prior to the first (1st) scheduled bargaining session. In the event any designated member is to be permanently replaced, the name of the permanent replacement shall be communicated in writing to the Employee & Labor Relations. Employee & Labor Relations shall acknowledge in writing the newly designated permanent replacement, and inform the appropriate work location. Such notification of a permanent replacement shall be made to the Employee & Labor Relations two (2) workweeks prior to the first (1st) scheduled bargaining session to be attended by the replacement employee. Designated team members who are members of the bargaining unit may be released from their work assignments without loss of straight-time pay to attend scheduled bargaining sessions. Alternates or substitutes for any of the designated team members may be permitted when IAFF has provided the Employee & Labor Relations with the name and work location of the replacement at least two (2) weeks in advance of the date of the change, unless the parties agree to a shorter notice period.
- B.** No more than a total of two (2) bargaining unit employees shall be in without-loss-of-straight-time pay and benefits status for attendance at scheduled bargaining sessions for the unit including reasonable travel time to attend bargaining sessions. Without-loss-of-straight-time-pay status shall be provided only for bargaining sessions, and only for the days which the member would have been scheduled to work had s/he not been released from her/his work assignments to attend scheduled bargaining sessions. The hours for which any of the designated union bargaining team members are in without-loss-of-straight-time-pay status shall not exceed the bargaining team member's actual scheduled work hours for any one day of a scheduled bargaining session. Time in without-loss-of-straight-time status for the purpose of bargaining shall not count in the calculation of overtime, and will not result in any double payment for the hours in such status. Deviation from this paragraph may be made only by mutual agreement of the parties on a case-by-case basis.
- C.** Bargaining sessions are defined as the pre-scheduled face-to-face meetings, and related caucuses during meeting days, for the purpose of negotiating terms and conditions of an Agreement. If no meeting actually takes place during the scheduled meeting day as the result of the University's unavailability to appear at the bargaining table, or the University agrees that a full-day union bargaining team caucus is necessary to the bargaining process, the University may designate a day without a face-to-face meeting as a "bargaining session".
- D.** An employee designated as a bargaining team member for the unit shall provide her/his supervisor with written notice of their intent to attend scheduled bargaining sessions as soon as practicable following the scheduling of bargaining sessions. A bargaining team representative may be denied release time for bargaining, either in paid or unpaid status, if her/his supervisor is not provided at least fourteen (14) calendar days prior notice of her/his need for release time, unless the parties agree to a shorter notice period.

- E.** IAFF shall provide an attendance roster at the end of each bargaining session.
- F.** Reasonable travel time means actual travel, via the most expeditious method of transportation available, to and from scheduled bargaining sessions for the designated employees.
- G.** Attendance by a bargaining team member at scheduled bargaining sessions shall constitute fulfillment of the employee's work obligation for that day.
- H.** The University shall make a good faith effort to modify a bargaining team member's work schedule in order to accommodate her/his participation in bargaining sessions.