

ARTICLE 39
RELEASE TIME FOR BARGAINING

- A.** The University shall provide paid release time for up to nine (9) members of the bargaining unit for the purpose of negotiating this Agreement and any subsequent Agreement as provided in Article 38, Duration. At least two (2) weeks in advance of the onset of scheduled negotiations, the Association will provide the University with the names and locations of the Nurses who are to receive paid release time.
1. No more than one Nurse will be released from each location, with the sole exception of one (1) "at large" Nurse. A location is defined as: UCLA Westwood, UCLA Santa Monica, UCLA, UCSDHS Hillcrest, UCSDH La Jolla, UCSD, UCDH, UCD, UCIMC, UCI, UCSFMC, UCSF Mission Bay, UCSF, UCB, UCSC, UCR, and UCSB.
 2. Association bargaining team members will remain constant; in the event that a substitution is required, CNA will make every reasonable effort to advise the University of the alternate's name and location as soon as practicable in advance of the session which the alternate will attend.
- B.** A designated Nurse Negotiator's schedule shall be changed to accommodate their participation in negotiations, and the Nurse shall be paid for all days spent in negotiation sessions. A Nurse Negotiator who is scheduled to work the night before and/or the night after a negotiating session may designate either (but not both) of those shifts as time off without loss of pay or benefits for the purpose of attending the negotiating session and they shall be paid for all days spent in negotiation sessions. Nurse Negotiators on furlough shall be paid for days spent in negotiation sessions. Nurse Negotiators shall not be paid for pre-negotiation preparation time except as described below in §E. Attendance by a Nurse Negotiator at scheduled bargaining session shall constitute fulfillment of the Nurse's work obligation for that day. If the parties agree that a full-day CNA bargaining team caucus is necessary to the bargaining process, the University may designate such a day as a "negotiating session."
- C.** The designated Nurse Negotiators shall make a reasonable effort to notify their immediate supervisor of their intent to attend scheduled bargaining sessions, as soon as practicable, prior to the date of the scheduled bargaining sessions.
- D.** Paid release time for bargaining shall include any differentials to which the Nurse would have been entitled had the Nurse worked instead of attending the meet and confer session.
1. Paid release time shall not exceed the Nurse's regular pay for their normally scheduled hours of work on the day(s) of the meet and confer session(s).
 2. No Nurse shall receive paid release time for any travel and/or meet and confer time for any hours or any day for which the Nurse was not otherwise scheduled to work.
- E. PRE-BARGAINING RELEASE TIME FOR SUCCESSOR NEGOTIATIONS**
- Unless mutually agreed otherwise, up to nine (9) CNA Nurse Negotiators, identified in §A above, shall receive up to five (5) days of paid reimbursed release time in order to provide the University with initial proposals for the beginning of bargaining. This paid reimbursed released time shall not be considered time worked for the purpose of overtime accrual or other premium pay. This paid reimbursed released time shall be paid in accordance with Article 32. A.2. The Association shall notify the University at least two (2) weeks prior to the date(s) requested for meetings pursuant to this Section and shall designate the Nurse Negotiators for purposes of this Section.