



2010 Clerical Negotiations Union Proposals

June 11th, 2010

Union Proposal #	Contract Title Name	Description
1	Title 6.9 Funeral Leave	Ensure that the Company grants the maximum time off
2	Title 7.9 Termination Due to Physical Disability or Retirement	Provide sick leave accumulation payout for all retirees
3	Title 8.2 Vacation Allowance	Increase vacation accrual rate for employees with 11 and greater years of service
4	Title 8.3 and 8.5 Service Anniversary Vacation – Bonus Vacation	Eliminate the part-time employee inequity
5	Title 8.12 Starting Day	Permit vacation to be scheduled in one-hour increments and start on any day of the week
6	Title 8.13 Scheduling	Limit the company's ability to freeze vacation schedule
7	Title 8.15 Unanticipated Vacation	<ul style="list-style-type: none"> • Increase Unanticipated Vacation • Unanticipated Vacation will not run concurrently with Family School Partnership Act time off
8	Title 8.17 Employee Education Vacation	Permit employees to use up to 32 hours of vacation for their school affairs
9	Title 10.3 Workweek of Public Contact Employees	Eliminate non-consecutive days off
10	Title 10.8 Temporary Change of Headquarters	Provide travel time from home to a temporary headquarters
11	Title 10.9 Alternate Work Schedule Title 10.10 Flex Time	<ul style="list-style-type: none"> • Provide alternate work schedules • Provide Flex Time

Union Proposal #	Contract Title Name	Description
12	Title 11.1 Shift Definitions Title 11.5 Part-Time Employees	<ul style="list-style-type: none"> • Provide shift premium pay for employees who are regularly scheduled to work less than eight hours • Eliminate the part-time employee inequity
13	Title 12.2 Rate and Double-Time Conditions	Provide double-time pay for all mandatory overtime
14	Title 12.3 Equal Distribution Of Prearranged Overtime	Separate prearranged overtime.
15	Title 12.7 Prearranged Overtime Title 12.8 Travel Time Before Regular hours	<ul style="list-style-type: none"> • Eliminate the requirement for work to be performed outside of regular work hours in order to be entitled to travel time • Eliminate Section 12.8
16	Title 12.12 Three Week Limit	Add the 21 day rule
17	Title 12.13 – 12.20 Emergency Duty – General Principles	Add an emergency overtime procedure
18	Title 14.1 Holiday Entitlement	Add Cesar E. Chavez birthday holiday
19	Title 17.6 Part-Time Employment	Reduce the cap for part-time employees at a headquarters
20	Title 18.8 Sequence of Consideration	Provide training and testing opportunities for existing employees
21	Title 19.2 Notices	Increase the minimum amount of advance notice that must be given to employees
22	Title 19.8 Moving Allowance	Increase the moving allowance and expand reimbursable items
23	Title 19.13 Reemployment Provisions	Add email notification and increase time to report to work
24	Title 25.1 Term	Negotiate Term
25	Title 25.3 General Wage Increases	Negotiate wage increase

26	Exhibit A	<ul style="list-style-type: none"> • Create ratios for all Lines of Progression • Fill Machine Operator positions • Provide uninterrupted time for training • Establish Joint Committee to review work and develop job definitions
27	Exhibit B	<ul style="list-style-type: none"> • Provide educational assistance benefits to part-time employees • Increase the annual limit
28	Exhibit K	Increase the lump sum payment for COBRA
29	Supplement to Title 18 Bidding Units Bidding Unit Eighteen Supplement to Title 18 Bidding Units Bidding Unit Nineteen Supplement to Title 19 Demotion Units Demotion Unit Eleven	<ul style="list-style-type: none"> • Eliminate Bidding Unit 18 • Eliminate Bidding Unit 19 • Eliminate Demotion Unit 11
30	LA 06-19	Correct inequities of LA 06-19

Contract Language Clean Up

	Title 7.16 Family Sick Leave	Add <u>Registered Domestic Partner</u>
	Title 16.6 Meals	Add LA 09-06 language into Contract
	Title 8.1 Definitions	Delete "preceding"
	Title 12.3	Add <u>classification</u> , <u>headquarters</u>
	Title 12.7	Add <u>the employee's</u>