6/8/12

1 of 4

Stationary Engineers, Local 39 and 501
and
State of California Bargaining, Unit 13

AB109 Proposal

AB109

Leave in

When positions are eliminated ~~as a result of AB109 realignment~~ and the duties of the eliminated positions are incorporated into ~~existing~~ the duty statements of existing positions, thereby modifying them, ~~new positions are created. T~~the ~~new~~ modified positions ~~will~~ shall be posted for bid pursuant to Section 14.1 of the BU13 Agreement. If there are no ~~employee~~ bids for the ~~new (modified)~~ positions, they shall be assigned to the least senior employees ~~(~~in inverse plant seniority order~~)~~. This procedure shall be applied to all positions impacted by this process ~~subsequent vacancies~~, if any, ~~created as a result of this process~~ until all posts are filled. OK

~~In the unlikely event that a position is eliminated and none of its duties are incorporated into other positions and duty statements, the relative seniority of impacted employees will still be an important consideration and may lead to position changes. If this happens the parties will meet again to confer over possible modifications to this agreement.~~ May Revise

Any vacancy created by AB109 realignment, ~~or any other process,~~ shall be posted for bid pursuant to Section 14.1 of the BU13 Agreement. If there are no bidders, that position shall be filled by the ~~least senior~~ employee with the least plant seniority in the classification. If that in turn creates a vacancy, the process continues until all positions are filled. OK

Prior to the placement of employees transferring in from different institutions, a post and bid pursuant to Section 14.1 of the BU13 Agreement shall take place among existing employees. Following that internal post and bid, the transferring-in employees shall be placed in the remaining positions. OK

When two or more employees at a given institution are ~~redirected~~ reassigned simultaneously to another institution (i.e., they are both transferred to the same prison on the same day) ~~as a result of AB109 realignment,~~ the employee with the greatest amount of BU13 seniority ~~as defined in Section 14.12 of the BU13 Agreement~~ shall be given the choice of which open position to assume. Leave in OK.

For the State of California, Unit 13:

Signature _____ Date 6/8/12

For Local 39:

Signature _____ Date 6/8/12

Management Proposal # 1

IUOE

Where there are overage institutions, only the number of people that comprise the overage will be permitted to leave the institution/county. For example, if an institution needs to shed 10 people, the 10 most senior who are successful in the Voluntary Transfer Process will be permitted to leave (even if 25 people put in requests).

6/8/12

6/8/12

Management Proposal #2

Where there is an overage at a work location/Institution in a specific classification, the lowest senior individuals in that classification at that specific work location/institution will be put on SROA. For example, if an institution is reducing 2 ~~Maintenance Mechanics~~ Stationary Engineers SOC, the least 2 senior ~~Maintenance Mechanics~~ Stationary Engineers SOC at the institution experiencing the reduction will be placed on SROA as well as the 6 least senior ~~Maintenance Mechanics~~ Stationary Engineers SOC within the area of layoff, (i.e. county), for a total of 8 employees on SROA for the classification (4:1 ratio). In the event that is necessary to implement the Layoff/Placement Process to mitigate the need for layoffs, the 2 least senior ~~Maintenance Mechanics~~ Stationary Engineers SOC at the institution experiencing the reduction, as well as individuals falling below the cutline (least senior employees in the area of layoff, ie. county) will receive Options Worksheets during the layoff process.

6/8/12

6/8/12