



Union Proposal

Bargaining Unit 1

Date 7/25/19 10:19am

TA

Proposal No: 1

8-7-19

The Union proposes the following language:

5.17.1 Recruitment and Retention Committee (Unit 1)

The State agrees to establish a Recruitment and Retention Committee that shall meet on an annual basis to discuss the recruitment and retention issues of Bargaining Unit 1 classifications.

~~This Committee shall not review classifications included in the CSI project or classifications that receive a special salary adjustment during the term of this contract.~~

The Committee shall consist of ten (10) members: five (5) selected by the State and five (5) selected by the Union.

Committee members or expert witnesses required by the Committee shall serve without loss of compensation.

The Committee shall review no more than ten (10) classifications annually. The review shall include a comparison of compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits) as well as vacancy rates (both historical and current).

State

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TA SEIU Local 1000

8/7/19 @ 2:29pm

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If the Committee agrees that pay equity adjustments are recommended for the effective recruitment and retention of particular classifications, the State and the Union shall mutually report their findings to the Director of the California Department of Human Resources (CalHR). The Director of CalHR shall report these findings to the administration.

All disputes relating to this article are not grievable or arbitrable.

TA SEIU Local 1000

State

~~James 302~~
Harry Price

Brendy Mot
Cindy Gray
Russell Gray
Mark

Carolyn Allen
Janet Patton

Alicia L. Byer
Jean D. Coff

Dulmus Bonner

~~Wanda~~

Malinda

Karen D. Wall

Joy

~~John~~

for
SD
ADT
26
PB
10
PVS
87