

ARTICLE 32
RELEASED TIME FOR NEGOTIATIONS

- A.** The Union shall designate no more than a total of five (5) permanent members to its bargaining team for the Patient Care Technical unit. Such members shall be Patient Care Technical employees of the University of California. These designated employees shall be released without loss of straight time pay and benefits from their work assignments to attend scheduled bargaining sessions, including reasonable travel time to attend bargaining sessions. Alternates or substitutes for any of the designated employees shall not be permitted. AFSCME shall provide in writing the names of the designated permanent members of its bargaining team to the Office of Labor Relations at least thirty (30) calendar days prior to the first scheduled bargaining session. In the event any employee designated is to be permanently replaced, the name of the permanent replacement shall be communicated in writing to the Office of Labor Relations. The Office of Labor Relations shall acknowledge in writing the newly designated employee and inform the appropriate work location. Such notification of a permanent replacement shall be made to the Office of Labor Relations prior to the first scheduled bargaining session to be attended by the replacement employee.
- B.** The hours for which any of the designated employees are in the above referenced without loss of straight time pay and benefits status shall not exceed, for any one (1) day of a scheduled bargaining session, a total of eight (8) regular hours the employee would have been scheduled to work had he/she not been released from his/her work assignments to attend a scheduled bargaining session. The total hours for which an employee is compensated shall not be such that the total results in the payment of overtime generated as a result of having attended a bargaining session. Deviation from this paragraph may be made only by mutual agreement of the parties on a case by case basis.
- C.** The above described treatment of without loss of pay and benefits status shall not result in any double payment for the hours in such status.
- D.** The designated employees shall give their immediate supervisor written notice of their intent to attend scheduled bargaining sessions at least seven (7) calendar days prior to the date of the scheduled sessions. The parties may by mutual agreement agree to a shorter period of notice.
- E.** AFSCME shall provide and certify to the employer an attendance roster at the end of each bargaining session.
- F.** Reasonable travel time means actual travel to and from scheduled bargaining sessions for the designated employees. At the employer's discretion, the designated employees may be required to report to work prior to and subsequent to scheduled bargaining sessions.

- G.** A scheduled bargaining session is defined as the prior agreement of the parties to meet face to face for the purpose of negotiating terms and conditions of an Agreement and that such meeting actually takes place for a reasonable period of time or, if no meeting actually takes place, it is the result of the employer's unavailability to appear at the bargaining table.