

**Article 31**  
**RELEASE TIME FOR NEGOTIATIONS**

**A. BARGAINING TEAM**

1. The Union shall designate a total of eleven permanent members to its bargaining team for the Service Unit, not more than one team member from each University location. Under this Article, a campus/medical center and other off-site University center is a single location. Lawrence Berkeley National Laboratory is a separate location. Such members shall be Service bargaining unit employees of the University of California.
2. Alternates or substitutes for each of the designated AFSCME bargaining team members shall be permitted. AFSCME shall provide in writing the names of the designated permanent and alternate members of its bargaining team to the Office of Labor Relations at least 30 calendar days prior to the first scheduled bargaining session.
3. In the event AFSCME permanently replaces any designated bargaining team member, the name of the permanent replacement shall be communicated in writing to the Office of Labor Relations Office of the President, fifteen (15) calendar days prior to the effective date of the replacement. The Office of Labor Relations shall acknowledge in writing the newly designated employee and inform the appropriate work location.

**B.** The University will release designated bargaining team members from their work assignments without loss of straight time pay and benefits to attend scheduled bargaining sessions. Such release time will include reasonable travel time to attend bargaining sessions. The University need not provide paid release time for bargaining to any employee for whom AFSCME failed to provide notice, in accordance with the provisions of §A., above.

1. The hours for which any of the designated employees are in the without-loss-of-straight-time pay and benefits status shall not exceed, for any one day of a scheduled bargaining session, the total 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.
2. 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.** Deviation from §A. and B., may be made only by written agreement of the parties on a case-by-case basis.

**D.** 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.

**E.** The designated employees shall give their immediate supervisor written notice of their intent to attend scheduled bargaining sessions at least fifteen (15) calendar days prior to the date of the scheduled sessions, with the exception of the initial notice of election to the bargaining team which must be provided thirty (30) days in advance. The parties may agree to a shorter period of notice.

**F.** AFSCME shall provide and certify to the employer an attendance roster at the end of each bargaining session.

**G.** 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.

**H.** 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. If no meeting actually takes place during the scheduled meeting day as the result of the University's unavailability to appear at the bargaining table, or the

University agrees that a full-day union bargaining team caucus is necessary to the bargaining process, the University may designate a day without a face-to-face meeting as a "bargaining session."