

## Solano Probation Peace Officer Association

August 10, 2022

Proposal # 2 Units 12 & 15

### 3. Union Security and Union Rights

3I. Release Time - The County will allow the elected Association president (or designee if the president is on vacation or otherwise unavailable) up to ~~four (4)~~ ten (10) hours per pay period of paid time away from work to conduct Association business. Any unused hours in a pay period will roll over into a cumulative bank not to exceed 40 hours in a calendar year; the bank will expire at the end of each year. The President (or designee) shall obtain permission from his/her immediate supervisor prior to leaving work, in accordance with departmental policy. Any expenses incurred by the President (or designee) shall be borne by the Association. Reasonable adjustment shall be made to the President's workload to accommodate the release time provided for Association business. In return, the President (or designee) will make every reasonable effort to provide ~~his/her~~ their supervisor ~~and department director~~ with ~~his/her~~ their release time needs seven (7) calendar days in advance.

Board members of the Association may be afforded reasonable release time to travel to and attend meetings that are required by the duties of their respective office. Reasonable release time will depend on the operational needs of the division, unit or worksite to which the employee is assigned and shall not exceed a total of 100 hours per calendar year to be distributed among all board members. Any use of such release time shall require at least seven (7) days advance notice to the appropriate supervisor or manager.

The Association may designate a reasonable number of stewards to assist in resolving grievances. Employees designated as stewards may be relieved from their assigned duties by their supervisor to assist an employee to investigate and present a grievance, provided the release time is scheduled for reasonable times agreeable to all parties. The County shall provide eight (8) hours paid release time per year for newly appointed stewards and four (4) hours release time for all other stewards for the purpose of Association training in cooperative employer-employee relations techniques. Prior to the training, the Association shall provide to the Director of Human Resources or his/her designee an outline of training topics and the schedule of training dates.

The Association shall annually, in January, provide an updated list of stewards, if any have been appointed, to the Director of Human Resources. The Association shall inform the Director of Human Resources, or designee, in writing of any additions or deletions of individual stewards within fourteen (14) calendar days of such a change.

The Association may directly reimburse the County for an employee's salary and benefits while the employee is on a County approved leave of absence for Association-related business. The Association shall indemnify and hold harmless the County for any County liability and/or loss under this paragraph.