



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations
8/15/22
Local 39 Proposal # 23

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

18.2 Disciplinary Action Procedure

The appointing authority proposing that disciplinary action be taken, shall provide the employee with written notice of the proposed action which must include:

- A. A description of the proposed action to be taken;
- B. The effective date or dates of the proposed action which must be at least ten (10) calendar days after notice is received by the employee;
- C. A clear and concise statement of the reasons for the proposed action;
- D. A ~~statement that a copy~~ of the materials upon which the action is based ~~are either attached or available for inspection by the employee or the employee's representative~~; and,
- E. A statement advising the employee of the right to respond to the charges within ten (10) calendar days either verbally or in writing to the appointing authority proposing the action prior to its effective date. Failure of the employee to respond will constitute a waiver of the right to respond.

If the employee elects to respond in person, a meeting shall be scheduled with the department head or ~~his or her~~their designee. The employee shall be given the opportunity to respond to the proposed action. The employee shall be entitled to be represented by the person of ~~his or her~~their choosing at the meeting.

The appointing authority may amend, modify or revoke any or all of the charges or proposed disciplinary action.

Tentative Agreement: Date: _____

County: _____

Local 39: _____