

SEIU Local 1021

Opening Proposal – 2nd draft

May 27, 2016

Article 12 Discipline:

12.5 Leave Pending Investigation: Only on approval of the Human Resource Office may an employee against whom charges have been served pursuant to Section 12.14, or who is under investigation for possible discipline, be placed on paid administrative leave pending an investigation. An employee shall not return to work until the final findings of the investigation are finished with a copy provided to the impacted employee.

12. X Right to Seal Letter of Reprimand: An employee has the right to request in writing that a letter of reprimand be sealed within the employee's personnel file if one (1) years has elapsed from the date of any reprimand.

The Personnel Officer shall review the request and within fourteen (14) calendar days render a decision on the request. Should the employee disagree with the decision of the Personnel Officer, the employee has the right to pursue a remedy through the grievance procedure at Step 4.

All other language remains the same in Article 12.

The Union has a right to add to or modify the proposals during these negotiations.

For the Union

For Del Norte County