



12/7/2023
11:32 AM

RNPA Proposal 36, December 7, 2023 (revised)

ARTICLE 4-OFFICIAL REPRESENTATIVES AND NEGOTIATING COMMITTEE

Section 4.1 - Official Representatives

a) Notification of Official Representatives

The Association agrees to notify the County of their Official Representatives for its representation unit and changes in such Representatives. It may also designate alternates to such Official Representatives for purposes of specific meetings by advance notice to the appropriate level of Management.

b) Release Time

~~Up to three (3)~~ **Up to six (6)** Official Representatives, at any given time shall each be allowed forty (40) hours of release time each pay period. ~~Effective November 10, 2002, up to three (3) Official Representatives at any given time shall be allowed release time.~~ **There is no limit to Official Representatives from a single unit to be recognized for the purpose of release time.** The total combined time may not exceed ~~one hundred and twenty-eight (128)~~ **two hundred fifty-six (256)** hours per pay period and the total for one (1) individual shall not exceed forty (40) hours per pay period. This provision shall cover all shifts and must be taken in a minimum of one (1) hour increments. **Release time shall apply to any and all scheduled shifts to work including but not limited to overcode shifts.** This time shall be scheduled in advance by mutual agreement between the Association and Management.

c) Release Time Log

RNPA Representatives who are on their shift during approved release time will log the time they leave their work assignments and the time they return on a form provided by the County.

d) Bank of Hours

Separate and apart from subsection (b), release time shall be granted to RNPA Representatives up to a maximum of fifteen hundred hours (1500) per fiscal year



for attendance at meetings of the Board of Supervisors and the Personnel Board. The Official Representative shall make best efforts to notify their supervisor of their intention to utilize such release time as far in advance as reasonably possible, but not later than the end of normal business hours the day before such meeting, except in emergency situations. Insofar as possible, such release time shall be made through the Department of Labor Relations at least 24 hours in advance of the Board meeting.

e) Unit Representative Release Time

Separate and apart from subsection (b) and (d) the county agrees to provide release time for at least one (1) Unit Representative per work unit for the following:

1. A meeting with a nurse regarding a grievance or discipline appeal.
2. A meeting with management.
3. Unit representative training.

Section 4.2 - Negotiating Committee

(a) Compensatory Time Successor MOU Negotiations

There shall be **ten (10)** Official Representatives for the Registered Nurses Unit. The County agrees to release **ten (10)** persons upon such request where required to engage in meeting and conferring in good faith pursuant to the Meyers-Milias-Brown Act. The County will not deduct hours from the release time provided for in section 4.1(b), (d) or (e) for time related to negotiations.

(b) ~~Resource People Meet and Confer~~ During Term of the MOU

For any meet and confer negotiations during the term of the MOU, the provisions of subsection (a) apply except there shall be up to **six (6)** Official Representatives



for the Registered Nurses Unit.

(c) Reasonable Preparation Time

The County shall provide reasonable release time for preparation related to negotiations.

(d) Compensatory Time

Those negotiators who are on their own time during the meetings will not be granted compensatory time.

~~b)~~ (e) Resource People

Resource people for negotiations shall, by mutual agreement, be granted reasonable release time to attend scheduled negotiation meetings for this Association to provide information to the committee on specific items on an as needed basis. Additional resource people for negotiations shall be allowed on their own time, leave without pay, PTO, or compensatory time off to attend scheduled negotiation meetings for this Association to provide information to the committee on specific items on an as needed basis and as mutually agreed, prearranged, and scheduled by the committee. The County shall facilitate arranging time off for resource people attending negotiations.