

# CAPS COUNTER PROPOSAL

**Bargaining Unit:** 10

**Date:** February 9,  
2022; 2:09PM

**Exclusive Representative:** CAPS

**Article:** 10.10

**Subject:** Representational Rights

## 10.10 Employee-Union Orientation

- A. CAPS representatives and staff shall be given the opportunity to meet with each employee new to Unit 10 during normal working hours for orientation and onboarding of the employee on their employment status, rights, benefits, duties, responsibilities or other employment-related matters, and the role of CAPS, consistent with Section 10.2, without loss of compensation to the employee or CAPS representatives.
- B. CAPS shall receive not less than 10-days' notice in advance **of a regularly scheduled new employee orientation and/or employee orientation sessions with the location, date, format (in person and/or virtual medium), and timeframe for the Union to address Unit 10 employees. A shorter notice may be provided in a specific instance when there is an urgent need critical to the employer's operations that was not reasonably foreseeable. A list of Unit 10 employees anticipated to attend will be provided prior to the orientation, if practicable.**
- C. **CAPS representatives and staff** shall have the opportunity to meet with Unit 10 employees for up to ~~one (1) hour~~ 30 minutes **during any regularly scheduled orientation session** for orientation to the MOU and the Union. **It is understood that the ~~one (1) hour~~ 30 minutes is for the Union's presentation and shall not be counted against reasonable state travel time to and from the presentation.**
- D. **If a department does not hold an orientation within 30 days ~~more than 90~~ within 60 days after of hire, or if an employee is unable to attend the orientation held, each Unit 10 employee shall be given the opportunity to meet with a CAPS representative and staff for ~~one (1) hour~~ 30 minutes** during normal working hours for orientation to the MOU and the Union.

Legend:

Standard Font: current language from 10.10 or side letter.

Bold font: previously accepted new language

Underline: new proposed language from CAPS

Strike out: management strike out from immediate previous iteration

Bolded strike out: CAPS strike out of management proposal from previous iteration