

**Solano Probation Peace Officer Association**

**October 5, 2022**

Proposal # 2 (Amended) Units 12 & 15

**3. Union Security and Union Rights**

3I. Release Time - The County shall provide a bank not to exceed 168 hours total of paid release time per year for Association officers and directors to use for the purpose of Association training, to attend New Employee Orientation, and/or to conduct Association business. ~~will allow the elected Association president (or designee if the president is on vacation or otherwise unavailable) up to four (4) hours per pay period of paid time away from work to conduct Association business.~~ The officer or director requesting release time President (or designee) shall obtain permission from his/her immediate supervisor prior to leaving work, in accordance with ~~d~~Departmental policy. Any expenses incurred by the ~~President (or designee)~~ officers or directors shall be borne by the Association. Reasonable adjustment shall be made to the ~~President officer or director~~'s workload to accommodate the release time provided for ~~Association business herein~~. In return, the officer or director President (or designee) will make every reasonable effort to provide his/her supervisor and department director with his/her release time needs seven (7) calendar days in advance.

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.

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SPPOA

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County