

ARTICLE 39
RELEASE TIME FOR BARGAINING

- A.** The University shall provide paid release time for up to eight (8) members of the bargaining unit for the purpose of negotiating this Agreement and any subsequent Agreement as provided in Article 38, Duration. At least two (2) weeks in advance of the onset of scheduled negotiations, the Association will provide the University with the names and locations of the nurses who are to receive paid release time.
1. No more than one nurse will be released from each location, with the sole exception of one (1) "at large" nurse. A location is defined as: UCLA Westwood, UCLA Santa Monica, UCLA, UCSD Hillcrest, UCSD Thornton, UCSD, UCDMC, UCD, UCIMC, UCI, UCSFMC, UCSF, UCB, UCSC, UCR, and UCSB.
 2. Association bargaining team members will remain constant; in the event that a substitution is required, CNA will make every reasonable effort to advise the University of the alternate's name and location as soon as practicable in advance of the session which the alternate will attend.
- B.** A designated Nurse Negotiator's schedule shall be changed to accommodate her/his participation in negotiations, and s/he shall be paid for all days spent in negotiation sessions. A Nurse Negotiator who is scheduled to work the night before and/or the night after a negotiating session may designate either (but not both) of those shifts as time off without loss of pay or benefits for the purpose of attending the negotiating session and s/he shall be paid for all days spent in negotiation sessions. Nurse Negotiators on furlough shall be paid for days spent in negotiation sessions. Nurse Negotiators shall not be paid for pre-negotiation preparation time. Attendance by a Nurse Negotiator at scheduled bargaining session shall constitute fulfillment of the employee's work obligation for that day. If the parties agree that a full-day CNA bargaining team caucus is necessary to the bargaining process, the University may designate such a day as a "negotiating session."
- C.** Paid release time for bargaining shall include any differentials to which the nurse would have been entitled had the nurse worked instead of attending the meet and confer session.
1. Paid release time shall not exceed the nurse's regular pay for her/his normally scheduled hours of work on the day(s) of the meet and confer session(s).
 2. No nurse shall receive paid release time for any travel and/or meet and confer time for any hours or any day for which the nurse was not otherwise scheduled to work.