

STATE
COMPENSATION
INSURANCE
FUND

IN REPLY REFER TO:

October 21, 2005

Monica Miner
Labor Relations Representative
CASE
2495 Natomas Park Drive, Suite 550
Sacramento, CA 95833

Re: Core Hours Grievance Dated October 4, 2005

Dear Ms. Miner:

The above grievance was received on October 7, 2005. State Fund was granted an extension in which to prepare this response. The grievance is based on the assertion that I have violated Articles 4.3 (Entire Agreement) and 6.3 (Hours of Work and Work Schedules) of the Unit 2 Contract by verbally informing unit attorneys that they must be at work at 10:00 a.m.

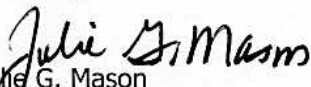
I have not required any attorney, either verbally or in writing, to be at work by 10:00 a.m. I did recently ask two attorneys who regularly arrive in the office at or after 10:00 a.m. if they could try to come in a little earlier.

The intent of my comment was to encourage them to be more available during regular business hours to complete their work assignments. As with other legal offices, my attorneys rely on Claims staff, and they rely on my attorneys; it is reasonable to expect the attorneys to be available, and accountable, during the business hours during which the Claims staff are working. This does not violate Article 4.3 and is consistent with Article 6.3; staff are responsible not only for keeping management reasonably apprised of their schedule and whereabouts but to work all hours necessary to accomplish their assignments and fulfill their responsibilities.

You also assert that I track each person's arrival at the office, and require them to be physically present in the office at a certain time, both in violation of Article 6.3 of the contract. Neither of these allegations are correct; I do not require any attorney to arrive at a specific time nor do I track each person's arrival time.

I do not find any of the allegations in this grievance to be based on fact and I do not find a violation of the Unit 2 contract. Therefore, I am denying this grievance.

Sincerely,


Julie G. Mason
Attorney-In-Charge
Glendale Legal, Unit E

Enclosures

cc: Steven Bloom, Assistant Chief Counsel
Kathy McDonald, HR Consultant