

APPENDIX D-4

SUPPLEMENTAL AGREEMENT

Implementation for Critical Skills Bonus Plans

The CSU and Teamsters Local 2010 both recognize and understand the need for qualified and trained employees. Notwithstanding the following, the Parties understand that the collective bargaining agreement does not mandate the campuses to require employees to receive and renew the certifications referenced in Article 24, Provisions 24.49 through 24.52 Critical Skills Bonus Plans. Where an individual Director of Plant Operations or the appropriate administrator determines the need for one or more of the certifications for a particular campus, the Parties agree to the following criteria:

1. Individuals interested in receiving or renewing one of the certifications referenced in Article 24, Provisions 24.49 will notify the Director of Plant Operations or the appropriate administrator of their interest in such training.
2. The Director of Plant Operations or the appropriate administrator will verify and confirm the campus need for such training and certification. If the Director of Plant Operations or appropriate administrator determines a campus need he or she will notify the employee in writing of the campus need for the particular certification.
3. The employee will then register for one of the preapproved training programs. After completing the required certification training program, the employee will provide proof of completion to the Director of Plant Operations or appropriate administrator.
4. The Director of Plant Operations or appropriate administrator will notify the employee whether or not he or she meets the certification designated in Provision 24.49 within a reasonable time.
5. Payment for the certification will be made in conformity with Provision 24.49 and 24.52 of the collective bargaining agreement.
6. For employees who obtained the initial certification prior to ratification of this collective bargaining agreement; and the certification was (1) at the request and approval of the Director of Plant Operations or appropriate administrator and (2) received by an agency approved by the Director of

Plant Operations or appropriate administrator; and the employee has not received payment for such certification the employee shall be paid a five hundred dollar (\$500) bonus.

7. For employees who obtained a renewal certification prior to ratification of this collective bargaining agreement; and the certification was (1) at the request and approval of the Director of Plant Operations or appropriate administrator and (2) received by an agency approved by the Director of Plant Operations or appropriate administrator; and the employee has not received payment for such renewal certification the employee shall be paid a two hundred and fifty dollar (\$250) bonus.