

M E M O R A N D U M

To: PERSONNEL MANAGEMENT LIAISONS

Date: July 27, 1990

Reference Code: 90-19 Amended

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Employee Relations Officers
Personnel Officers

From: Department of Personnel Administration

Subject: Decertification Campaign - Unit 12

A letter from the International Brotherhood of Teamsters Joint Council of Teamsters No. 42, is located on the back of this Memorandum.

As stated in the letter from Mr. Michael Riley, President, Teamsters Joint Council at Teamsters No. 42, the Teamster representatives involved in the decertification campaign against the Alliance of Trades and Maintenance (ATAM) in the Craft and Maintenance Unit 12 have been changed. Please refer to Mr. Riley for the new individuals.

You may be contacted in the coming months by the Joint Council of Teamsters No. 42 and/or its new representatives to obtain access to Bargaining Unit 12 employees. Generally, any employee organization making a decertification attempt is entitled to access State employees for purposes of organizing, as long as such access is during non-work time and is in non-work areas. Non-work time means lunch periods, regularly scheduled rest periods, and time before and after work. Non-work areas normally means the cafeterias, employee break rooms, building foyers and other locations accessible to the general public. Campaign literature may be left in places where employees congregate, such as cafeterias, as long as these areas are accessible to the general public. The use of bulletin boards is subject to your own departmental policy.

Please remember that the role of State management in a decertification campaign is one of strict neutrality. State management, supervisory and confidential employees must not participate in any campaign activity. Please inform the managers and supervisors in your departments of the policies on access and remind them of their obligation to remain neutral during this period.

Should you have questions concerning any of this material, please contact Arnold T. Beck, Jr. Principal Labor Relations Officer, at (916) 324-0504, ATSS 454-0504.



Rick McWilliam
Chief of Labor Relations



JOINT COUNCIL OF TEAMSTERS NO. 42

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers

1616 WEST 9TH STREET, SUITE 500

LOS ANGELES, CALIFORNIA 90015

PHONE (213) 383-4242

FAX: (213) 383-5242

Michael J. Riley
President
Jerry L. Vercurse
Vice President
Karl H. Ullman
Secretary-Treasurer
Marvin L. Griswold
Recording Secretary
Jim Santangelo
Trustee
James E. Wilkerson, Sr.
Trustee
A. W. "Pete" Espudo
Trustee
George Chambers
Coordinator



July 20, 1990

FAX 916/327-1885

Mr. Arnold Beck, Principal Labor Relations Officer
Labor Relations Division
Department of Personnel Administration
STATE OF CALIFORNIA
1515 "S" Street, No. Bldg., Suite 400
Sacramento, CA 94244-2340

Dear Sir:

As you know the International Brotherhood of Teamsters will be collecting signatures from Unit 12 employees for the purpose of filing a petition for election.

The signature collection will be conducted by representatives from a number of our California local unions. Teamster representatives Carole Cook and Leonard Smith have been appointed co-coordinators for this project; the law offices of Beeson and Brundage will be acting as legal counsel and from the California Teamsters Public Affairs Council, Mr. Barry Broad will be the legislative representative.

This letter is to notify you that, in order to avoid any duplication of effort, only the above-named or their designees are authorized to act on behalf of the California State Employees Unit 12 project. Ms. Cook and Mr. Smith may be contacted at this office.

If you have any questions, please do not hesitate to call.

Sincerely,

Michael J. Riley, President
JOINT COUNCIL OF TEAMSTERS NO. 42
and Vice President
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MJR:bv

cc: Amie Weinmeister, Director WCT
Chuck Mack, President JC3
Norbert Miller, President JC38
Jerry Benjamin, Coord. Unit 12 (JC42)
Ed Dodson, Coordinator JC38
Don Thornsburg, Representative Teamsters Local 986
Harry Marshall, Representative IBT
J.C. Lendvai, Representative WCT (LU 70)
Bill Walsh, Coordinator JC7 (LU 70)

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DEPARTMENT OF
PERSONNEL ADMIN.
JUL 26 12 36 PM '90

DEPARTMENT OF PERSONNEL ADMINISTRATION

1515 "S" Street, North Building, Suite 400

Post Office Box 944234

Sacramento, CA 94244-2340



July 27, 1990

Michael J. Riley, President
Joint Council of Teamsters No. 42
International Brotherhood of
Teamsters
1616 West 9th Street, Suite 500
Los Angeles, CA 90015

Dear Mr. Riley:

This is to acknowledge receipt of you July 20, 1990 correspondence informing us that the International Brotherhood of Teamsters Joint Council of Teamster No. 42, has been organized as an employee organization and will engage in a decertification campaign against the Alliance of Trades and Maintenance (ATAM) in the Craft and Maintenance Unit 12.

Generally, any employee organization making a decertification attempt is entitled to access State employees for purposes of organizing so long as such access is during non-work time and is in non-work areas. Non-work time means lunch periods, regularly scheduled rest periods, and the time prior to and after work. Non-work areas normally means cafeterias, employee break rooms, building foyers, and other locations accessible to the general public. The use of bulletin boards, however, is subject to individual department policy.

The role of state management in a decertification campaign is one of strict neutrality. State management, supervisory and confidential employees must not participate in such a campaign in any campaign activity.

Should you have any questions concerning any of the above, please do not hesitate to contact Arnold T. Beck, Jr., Principal Labor Relations Officer, at (916) 324-0504, ATSS 454-0504.

Sincerely,

A handwritten signature in cursive script, appearing to read "Arnold T. Beck, Jr.", written in dark ink.

Arnold T. Beck, Jr.
Principal Labor Relations Officer

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State of California

M E M O R A N D U M

To: PERSONNEL MANAGEMENT LIAISONS

Date: May 16, 1990

Reference Code: 90-19

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Employee Relations Officers
Personnel Officers

From: Department of Personnel Administration

Subject: Decertification Campaign - Unit 12

A letter from the International Brotherhood of Teamsters Local 287, CALTEAM '91, is located on the back of this Memorandum.

As stated in the letter from Mr. Ward Allen, Teamsters Local 287 will be involved in a decertification campaign against the Alliance of Trades and Maintenance (ATAM) in the Craft and Maintenance Unit 12.

You may be contacted in the coming months by Teamsters Local 287 and/or its representatives to obtain access to Bargaining Unit 12 employees. Generally, any employee organization making a decertification attempt is entitled to access State employees for purposes of organizing, as long as such access is during non-work time and is in non-work areas. Non-work time means lunch periods, regularly scheduled rest periods, and time before and after work. Non-work areas normally means the cafeterias, employee break rooms, building foyers and other locations accessible to the general public. Campaign literature may be left in places where employees congregate, such as cafeterias, as long as these areas are accessible to the general public. The use of bulletin boards is subject to your own departmental policy.

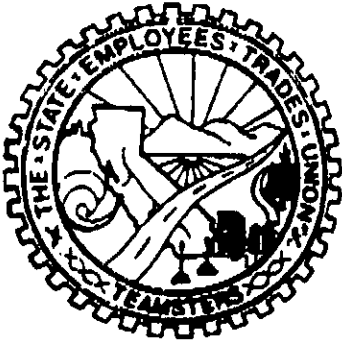
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Should you have questions concerning any of this material, please contact Arnold Beck, Senior Labor Relations Officer, at (916) 324-0504, ATSS 454-0504.



Rick McWilliam
Chief of Labor Relations

Attachment



Reply To:

CALTEAM '911452 North Fourth Street
San Jose, CA 95112

May 9, 1990


TO: Rick McWilliams,
Director of Labor Relations
State of California

RE: Notification of Commencement of Campaign

Please be advised that CALTEAM '91 has started a campaign to represent members of Bargaining Unit No. 12, presently represented by ATAM.

We will be visiting work sites throughout the state, and have already started Authorization Card gathering. Our representatives will conduct themselves in a professional manner and we would appreciate managerial representatives of the State of California doing likewise.

Please advise your site managers of our intentions and our campaign.

Ward C. Allen 
CALTEAM '91
Teamsters Local No. 287
(408) 453-0287

DEPARTMENT OF PERSONNEL ADMINISTRATION

1515 "S" Street, North Building, Suite 400

Post Office Box 944234

Sacramento, CA 94244-2340



May 16, 1990

Mario Gullo
CALTEAM '91
International Brotherhood of
Teamsters, Local 287
1452 North Fourth Street
San Jose, CA 95112

Dear Mr. Gullo:

This is to acknowledge receipt of your May 9, 1990 correspondence informing us that the International Brotherhood of Teamsters Local 287 - CALTEAM '91 has been organized as an employee organization and will engage in a decertification campaign against the Alliance of Trades and Maintenance (ATAM) in the Craft and Maintenance Unit 12.

Generally, any employee organization making a decertification attempt is entitled to access State employees for purposes of organizing so long as such access is during non-work time and is in non-work areas. Non-work time means lunch periods, regularly scheduled rest periods, and the time prior to and after work. Non-work areas normally means cafeterias, employee break rooms, building foyers, and other locations accessible to the general public. The use of bulletin boards, however, is subject to individual department policy.

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Sincerely,

A handwritten signature in black ink, appearing to read "Arnold T. Beck".

Arnold T. Beck
Senior Labor Relations Officer

