

State of California

M E M O R A N D U M

Date: October 25, 1993
Reference Code: 93-72

To: PERSONNEL MANAGEMENT LIAISONS

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

All Departments with Bargaining Unit 14 Employees

From: Department of Personnel Administration
Labor Relations Division
1515 S Street, North Building, Room 400
Sacramento, CA 95814

Subject: Bargaining Unit 14 Memorandum of Understanding

As you may be aware, the Governor recently signed SB 1226 that ratifies the Bargaining Unit 14 contract between the State and Printing Trades employees. Unlike other ratification bills, the authorizing legislation did not contain an urgency clause; therefore, the contract will not be effective until January 1, 1994.

Given the effective date of the agreement, working conditions for these employees will continue to be governed by the previously-issued Terms and Conditions of Employment (See PML memo 93-02, dated January 15, 1993), which was developed based on rulings of the court. To reiterate the general principles of these court rulings; first, where a Government Code or Department of Personnel Administration rule exists relative to a term or condition of employment, the State must continue to adhere to the provisions of the code or rule. Second, with respect to economic benefits not controlled by rule or statute, the State will continue to provide an economic package as reasonably comprehended in its last, best, and final offer; e.g., health benefit contributions and overtime provisions.

Employees will continue to work under these provisions until January 1, 1994, when the new agreement takes effect. This means that employees will continue to receive the reduced state contribution to health benefits. In addition, whereas these employees will be compensated for the Thanksgiving Holiday and the day after Thanksgiving because both of these days are covered by existing Government Code provisions; personnel offices should be aware that Bargaining Unit 14 employees will not receive eight (8) hours of Saturday holiday credit for Christmas. This is due to the fact that the Government Code does not provide such a benefit, and there is no contract provision authorizing it. In addition, there are several union benefits that have already been discontinued, and that status remains unchanged. These include union leave, maintenance of membership, fair share fees, and arbitration.

Personnel Management Liaisons
Reference No. 93-72
October 25, 1993
Page 2

Copies of the new contract may be ordered directly from the Office of Support Services (OSS), Department of General Services. (Because this unit is so small we will not be producing camera-ready copies.) If you have already placed an order with the State Printing Plant on a Form 67, you need not submit another one. The State Printing Plant will automatically forward your request to OSS for processing.

Since we will have only one printing, please make certain to order sufficient copies to last until June, 1995, the expiration date of the agreement. Orders from OSS should be submitted on a Standard Form 54 no later than December 1, 1993. Questions concerning the order should be referred to Tom Moyer, Client Consultant, Office of Support Services, at (916) 387-4305.

Should you have questions concerning existing Terms and Conditions of Employment or the intent of the new agreement, please do not hesitate to call me at (916) 324-0505, ATSS 8-454-0505.



Michael T. Navarro
Labor Relations Officer

cc: Steve Crouch
California State Employees Association

Guy Blair
Office of Support Services
Department of General Services