

MEMORANDUM

To: PERSONNEL MANAGEMENT LIAISONS

Date: January 24, 1990  
Reference Code: 90-04

**THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:**

Personnel Officers  
Labor Relations Officers

From: Department of Personnel Administration  
Labor Relations Division

Subject: Drug Testing Negotiations

Following is the status of drug testing negotiations in all bargaining units:

<u>Unit</u>	<u>Status</u>
01	CSEA declined to negotiate—State will implement
02	No "sensitive positions"
03	Unilateral implementation after impasse
04	CSEA declined to negotiate—State will implement
05	Agreement in MOU
06	Agreement in MOU
07	Side letter of Agreement
08	Agreement in MOU
09	No "sensitive positions"
10	No "sensitive positions"
11	CSEA declined to negotiate—State will implement
12	Negotiations pending determination of "sensitive positions"
13	Negotiations pending determination of "sensitive positions"
14	CSEA declined to negotiate—State will implement
15	Unilateral implementation after impasse
16	Side letter of Agreement
17	Negotiations complete, but no signed agreement, no impasse declaration—State has implemented
18	Agreement in MOU
19	Unilateral implementation after impasse
20	Agreement on most classes as "sensitive"; negotiations continue on rest

Affected departments have been sent copies of all side letter agreements as well as copies of our "last best and final offer" in bargaining units where we have unilaterally implemented our policy.



David A. Gilb  
Senior Labor Relations Officer

