

MEMORANDUM

Date: July 9, 1991  
Reference Code: 91-44

To: Personnel Management Liaisons

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Personnel Officers  
Labor Relations Officers

From: Department of Personnel Administration

Subject: Status of Bargaining Units 3 and 9 Collective Bargaining Agreements

The status of the unit 3 and 9 collective bargaining agreements are as follows:

<u>Bargaining Unit</u>	<u>Status</u>
3 (Teachers)	Expired 7/11/91
9 (Engineers)	Expired 6/30/91

The remaining bargaining unit contracts have been extended beyond 6/30/91 on a day to day basis.

The salaries, benefits and other terms and conditions of employment of all employees including Bargaining Units 3 and 9 employees will remain unchanged so long as negotiations continue.

This means that departments continue existing policies and procedures regarding working conditions, salaries and benefits for all employees including employees in Bargaining Units 3 and 9. The only changes that will occur now because the Units 3 and 9 collective bargaining agreements have expired are:

1. Employees will not be subject to fair share (agency shop) deductions or voluntary fee payer deductions in Unit 9;
2. Any employee may withdraw his/her union membership at anytime;
3. Union requests for arbitration for grievances filed during the period when no contract was in effect will be reviewed on a case-by-case basis.
4. Except for contract negotiations for the Unit 3 bargaining team, employees may not receive union leave. This means all pending or future leave requests must be denied and all current union leave must be terminated. These employees should be offered to continue their leave on vacation, CTO, or unpaid leave; or they must return to work.

If you have any questions please contact the appropriate DPA labor relations officer at 324-0476 or ATSS 454-0476.

Rick McWilliam  
Chief of Labor Relations



1. Employees will not be subject to fair share (agency shop) deductions or in Unit 9, voluntary fee payer deductions;
2. Any employee may withdraw his/her union membership at anytime; and
3. Union requests for arbitration for grievances filed during the period when no contract was in effect will be reviewed on a case-by-case basis.
4. Except for contract negotiations for bargaining teams, employees may not receive union leave. This means all pending or future leave requests must be denied and all current union leave must be terminated. These employees should be offered to continue their leave on vacation, CTO, or unpaid leave; or they must return to work.

If you have any questions please contact the appropriate DPA LRO at 324-0476 or ATSS 454-0470.



Rick McWilliam  
Chief of Labor Relations

M E M O R A N D U M

Date: July 31 ,1991  
Reference Code: 91-44

To: Personnel Management Liaisons

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Personnel Officers  
Labor Relations Officers

From: Department of Personnel Administration

Subject: Status of Collective Bargaining Agreements

All of the collective bargaining agreements have expired on the following dates:

<u>Bargaining Unit</u>	<u>Expiration Date</u>
01	7/26/91
02	7/30/91
03	7/11/91
04	7/30/91
05	7/26/91
06	7/30/91
07	7/30/91
08	7/31/91
09	6/30/91
10	7/30/91
11	7/30/91
12	7/30/91
13	7/30/91
14	7/23/91
15	7/30/91
16	7/24/91
17	7/30/91
18	7/31/91
19	7/30/91
20	7/26/91
21	7/29/91

The salaries, benefits and other terms and conditions of employment of all employees will remain unchanged so long as negotiations continue. This means that departments should continue existing policies and procedures regarding working conditions, salaries and benefits for employees. The only changes that will occur now that collective bargaining agreements have expired are: