

State of California

Department of Personnel Administration

M E M O R A N D U M

DATE: February 21, 1992
REFERENCE NO. 92-32

TO: PERSONNEL MANAGEMENT LIAISONS

Please distribute to:
LABOR RELATIONS/PERSONNEL OFFICERS

FROM: LINDA R. BOERLIN *lrb*
Labor Relations Officer
Department of Personnel Administration

SUBJECT: Bargaining Unit 4 Terms and Conditions of Employment

Attached are the terms and conditions of employment that will be effective March 1, 1992 for Bargaining Unit 4 employees. These statewide policies replace the provisions of the recently expired 1988-91 Bargaining Unit 4 MOU. Please share this information with your managers, supervisors, and employees and take all necessary actions to implement these policies on the above date.

The State will implement these terms and conditions of employment based on the rulings of the Sacramento Superior Court. First, where a Government Code or Department of Personnel Administration Rule exists relative to a provision in the expired MOU, the State must implement the provisions of the Code or Rule. Second, the State's proposed reductions of economic benefits (compensation and benefit reductions) will not be implemented pending successful judicial appeal and/or action by the Legislature. Third, there are several union benefits that have already been discontinued and that status will remain unchanged. These include union leave, maintenance of membership, fair share fees, and arbitration.

Please keep in mind that these terms and conditions may change based upon the State's appeal of the Superior Court's rulings or if there is Legislative action. We will keep you apprised of any such occurrences.

Our matrix attempts to highlight any changes from the recently expired 1988-91 MOU resulting from the Court's orders to implement existing Government Codes or Rules. The various terms and conditions of employment are listed in the same sequence as reflected in the expired MOU for your convenience. Implementation of the above-referenced terms and conditions of employment constitutes the completion of the 1991-92 negotiations. If we inadvertently overlooked a law or rule or you have any questions, please call me at 324-0479.