

State of California

MEMORANDUM

Date: March 4, 1992  
Reference No.: 92-33

TO: PERSONNEL MANAGEMENT LIAISONS

Please deliver to the following:

Labor Relations Officers  
Personnel Officer

FROM: Department of Personnel Administration  
Labor Relations Division

SUBJECT: Union Leave

It has come to our attention that some Departments may have continued to permit employees to remain on union leave. As you are aware, the contracts for all bargaining units expired several months ago and successor agreements have not been negotiated. Without contracts, the State is not protected by the waiver of workers compensation benefits while the employee is on union leave and there is no legal authority to continue union leave.

Therefore, if you have not already done so, effective immediately, union leave must be terminated for every employee. An employee may, of course, request other time off such as unpaid leave of absence, vacation, or CTO. Departments may grant or deny this time off in accordance with existing policy and operational need.

Termination of union leave should be accomplished by written correspondence to the employee with a copy to the exclusive representative and the DPA Labor Relations Officer with responsibility for the unit.

Should you have questions concerning the above, please contact the appropriate Labor Relations Officer.



RICK McWILLIAM  
Chief of Labor Relations

