

MEMORANDUM

Date: January 13, 1993
Reference Code: 93-04

To: PERSONNEL MANAGEMENT LIAISONS

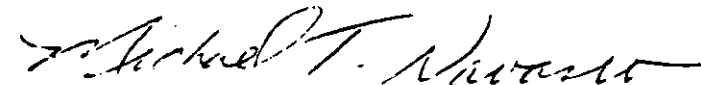
THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Managers of Bargaining Unit 14 Employees
Supervisors of Bargaining Unit 14 Employees

From: Department of Personnel Administration
Labor Relations Office

Subject: Bargaining Unit 14

Enclosed for your information is an update on the status of contract negotiations for Bargaining Unit 14 employees. Please ensure that the attached material is distributed and discussed with the appropriate supervisory staff. Please read it carefully. Should you have questions concerning any of the enclosed, you are urged to discuss them with your departmental Labor Relations Officer or call me on 324-0505.


Michael T. Navarro
Labor Relations Officer

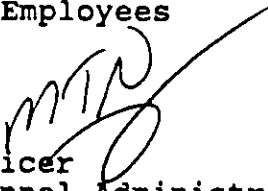
Enclosure



M E M O R A N D U M
STATE OF CALIFORNIA
Department of Personnel Administration

DATE: January 15, 1993

TO: Managers and Supervisors for
Bargaining Unit 14 Employees

FROM: Michael T. Navarro 
Labor Relations Officer
Department of Personnel Administration

SUBJECT: Bargaining Unit 14 Employees - Contract Negotiations
Update

For the past 18 months, the State (DPA) has been meeting with printing trades representatives (CSEA) in an effort to reach a new agreement on wages and benefits for employees in bargaining unit 14. The purpose of this letter is to describe the State's offer so that you, as a member of the management team, are fully informed of the State's position.

The State's offer is divided into two parts--Office of State Printing (OSP) employees and employees outside of the State Printing Plant.

Non-OSP Employees

With respect to those printing trades employees that work in the various State agencies outside of the OSP, in July of 1992, we offered virtually the identical wage and salary package eventually agreed to by all the other State bargaining units, including eight others represented by CSEA. In addition, the State proposed a Skill Pay Differential for specified Printing Trades Specialist III's (approximately \$100 per month) and Composing Technician II's (approximately \$120 per month). This offer included an 18-month Personal Leave Program (one day per month reduction in salary coupled with one day per month of banked leave time), 5% salary increase upon completion of the Personal Leave Program, a 3%-5% salary increase 12 months after the first increase, and continuation of the State's contribution to health, dental and vision benefits.

OSP Employees

As to employees at OSP, given their 35-hour work week, time and one-half for the 8th and 9th hour, double time for the tenth, double time for all weekend work, a shift differential of 8% and 10%, and a fringe benefit package that includes health, dental, vision, and a very competitive retirement plan, the State continues to believe that the only way for the State Printing Plant to remain viable and cost effective is to bring the compensation package more in line with the rest of State service. As a result, in July of 1992, the State proposed an 8-hour work day and overtime compensation similar to other State employees.

Initially, our offer also included an exclusion for OSP employees from the Personal Leave Program thereby ensuring that OSP employees would see no loss of take-home pay. In addition, the State offered to phase in the 8-hour day over the three-year period and a one-time bonus of 12 additional days of vacation. Furthermore, OSP management offered to eliminate salary steps and alternate ranges for CSP employees and move all incumbents to the maximum rate effective January 1, 1993.

Unfortunately, the union rejected this package and continues to insist that high costs are not the problem, but rather the inefficiency of the management. Please be aware that without a contract, your staff will not receive many of the benefits derived from a negotiated agreement, including salary and benefit improvements. In fact, Government Code 19826(b) precludes the employer from adjusting the salaries of Bargaining Unit 14 employees without a negotiated contract.

The Public Employment Relations Board recently determined that an impasse exists and appointed a mediator in an attempt to find a mutually acceptable solution. Unfortunately, the State and CSEA were not able to resolve their differences. Given these circumstances, effective February 1, 1993, the State must unilaterally implement terms and conditions of employment for all Bargaining Unit 14 employees. Thus, when a Government Code or Department of Personnel Administration (DPA) Rule exists relative to a term or condition of employment, the State must implement the provisions of the Code or Rule, irrespective of whether the implementation results in an improved or diminished benefit for employees. Secondly, with respect to economic benefits not controlled by rule or statute, the State will implement an economic package as presented in its "last, best, and final" offer during the last bargaining session. This means, for example, that Bargaining Unit 14 employees will experience a major reduction to the State's health benefit plan contribution, and additionally, OSP employees will be subject to modified overtime provisions.

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for Bargaining Unit 14 Employees
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Over the next few weeks, as your staff becomes aware of these changes, they will likely have many questions. However, we caution you not to criticize the union or the position that it has taken. You are also advised not to speculate nor attempt to respond to questions regarding negotiations.

I hope the above will prove to be of assistance in responding to employee concerns. Should you have questions concerning any of the above, please do not hesitate to contact your departmental Labor Relations Officer or me on 324-0505, Calnet 454-0505.

