

State of California

MEMORANDUM

DATE: September 5, 2002  
TO: PERSONNEL MANAGEMENT LIAISONS REFERENCE CODE: 2002-055

**THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:**

Employee Relations Officers  
Personnel Officers

FROM: Department of Personnel Administration  
Labor Relations Division

SUBJECT: Second Quarterly Labor Relations Half-Day Training Session

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The Department of Personnel Administration (DPA), in conjunction with the Labor Relations Forum, is sponsoring its Second Quarterly Labor Relations Half-Day Training Session on September 24, 2002, from 8:30-11:30 a.m. The training is scheduled at the Department of Education at 1430 N Street, Room 1101 (Board Room in Lobby), Sacramento. This training is free to all State Labor Relations Officers and Employee Relations Officers. Participation for this training is limited to the first 100 arriving.

This half-day seminar will cover these technical aspects of Labor Relations: (1) The interplay between the supersession provisions of memoranda of understanding (MOUs) and the employer's establishment of a "new" policy, (2) impact bargaining under the Entire Agreement clauses of the MOUs, (3) the difference between "meet and confer" and "meet and discuss," and (4) the differences between the application of Weingarten Rights, Robinson Rights, and Peace Officer Bill of Rights to State employees.

We believe this will be a valuable session for Labor Relations staff and hope to hold similar sessions throughout the year.

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The presenters are Randy Fisher of DPA Labor Relations, Howard Schwartz, Chief Counsel for DPA, and Brigid Hanson, Chief of Labor Relations for the California Youth Authority.



Gloria Moore Andrews  
Chief of Labor Relations