

State of California

M E M O R A N D U M

TO: PERSONNEL MANAGEMENT LIAISONS **DATE:** January 9, 2003
REFERENCE CODE: 2003-001

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Employee Relations Officers
Personnel Officers

FROM: Department of Personnel Administration
Labor Relations Division

SUBJECT: Third 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 Third Quarterly Half-Day Training Session on January 30, 2003, from 8:30 - 11:30 a.m. The training is scheduled at the Department of General Services, 707 3rd Street (The Zig) in West Sacramento, Room 1-301. 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 is of particular interest to labor relations professionals since it will cover the effect of various MOU provisions on policy changes departments propose, specifically in light of a recent arbitration that addressed Supersession and Entire Agreement clauses. Of particular concern is how the various Supersession provisions might be interpreted to allow, prevent, or otherwise restrict the ability of departments to make changes in policies that affect terms and conditions of employment during the life of an MOU.

Presenters will be Labor Relations Officer Larry Menth and Labor Relations Counsel Roy Chastain. Mr. Menth will provide viewpoints from DPA and offer insights from his past experience as a union business agent. Mr. Chastain will discuss the legal aspects and arguments an arbitrator may consider when deciding whether a department can change a current policy during the life of an MOU.

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Dianne Navarro (EDD) and Dave Brubaker (Caltrans) will provide examples of policy changes that should help to clarify the issues raised by a recent arbitration.

Questions regarding this seminar may be directed to Larry Menth at the number indicated above.

Michael T. Navarro, Chief
Labor Relations Division