

State of California

M E M O R A N D U M

TO: PERSONNEL MANAGEMENT LIAISONS **DATE:** July 21, 2004
REFERENCE CODE: 2004-031

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Employee Relations Officers
Personnel Officers
Personnel Transactions Supervisors

FROM: Department of Personnel Administration
Labor Relations Division

SUBJECT: Decertification Campaign - Bargaining Unit 7

CONTACT: Tim V. Virga, Labor Relations Officer
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The Department of Personnel Administration received a letter from the Teamsters Local 228 informing the State that they have initiated a decertification effort in Bargaining Unit 7, currently represented by the California Union of Safety Employees (CAUSE).

Generally, any employee organization making a decertification attempt is entitled to access State employees for purposes of organizing, as long as such access is during non-work time and is in non-work areas.

Non-work time is defined as lunch periods, regularly scheduled rest periods, and time before and after work. Non-work areas are defined as the cafeterias, employee break rooms, building foyers, and other locations accessible to the general public and CAUSE. Campaign literature may be left in places where employees congregate, such as cafeterias, as long as these areas are accessible to the general public. The use of bulletin boards is subject to your own departmental policy according to the non-work time and area criteria discussed previously and may not diminish the space presently offered to CAUSE. The use of internal mail systems to distribute campaign literature is not permitted. If you have questions regarding specific requests for access, please contact the Labor Relations Division immediately.

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Please inform the managers and supervisors in your departments that the role of State management in a decertification campaign is one of strict neutrality during this period. State management, supervisory, and confidential employees must not participate in any campaign activity.

If you have questions regarding this PML, please contact Tim V. Virga, Labor Relations Officer, at (916) 324-9350.

Sincerely,

David Gilb
Chief of Labor Relations