

Human Resources Memorandum

SUBJECT: Bargaining Update - Service Employees International Union - SEIU and International Union of Operating Engineers - IUOE	NUMBER: HR 16-030
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The following information is a bargaining update for Service Employees International Union (SEIU), Units 1, 4, 11, 14 and International Union of Operating Engineers (IUOE), Unit 12:

SEIU

SEIU and the California Department of Human Resources (CalHR) are scheduled to return to the bargaining table next week. SEIU is actively conducting a strike authorization vote that ends tomorrow. Employees must use their leave accruals if they participated in the strike authorization vote during State time. A strike authorization vote does not mean that a strike or job actions, such as a sick out will occur. Both parties are required to bargain in good faith. A strike is called in response to the employer's implementation of its final offer after impasse has been declared and the parties have not reached agreement through mediation.

NOTE: Managers and supervisors should remain neutral and not comment on the Strike Authorization Vote.

IUOE

IUOE and CalHR have agreed to mediation in hopes of reaching an agreement. CalHR and IUOE have not yet reached a final impasse in the collective bargaining process. Job actions, such as sick-outs, work slowdowns and/or strikes may occur, but are not a protected activity and expressly violate the agreements between the state and the employee bargaining representatives.

Please refer to the following link to CalHR's website for Job Action related questions and answers:
<http://www.calhr.ca.gov/state-hr-professionals/Pages/strike-policy.aspx>.

Please direct your questions to Gavin Littles, Labor Relations Analyst, at 916-654-5090 or via email at Gavin.Littles@wildlife.ca.gov.