



*State Employee Alliance-Communications Workers of America,
Local 7076, AFL-CIO, CLC*

**Bargaining Report # 4
September 16 and 17, 2008
Bargaining Summary**

Our bargaining team has completed the fourth round of negotiations with the State and again little progress has been made. Before negotiations started, there were rumors that SPO was not going to bargain in good faith until after the November elections. The rumor seems to be true. The State is still dragging its feet. The State has indicated that they will provide us with counter proposals at the next bargaining session on September 30th and October 1st. We have tentatively agreed on articles that contain unchanged language.

Except for the pay proposal, all other proposals have been submitted by the union team. Our recent proposals are as follows.

- **Article 1. Recognition.** The union's proposal is language clarification requiring the employer and the Union to meet regularly regarding updates to the list of classifications eligible for the bargaining unit and to develop a method of posting these.
- **Articles 15. Filling Of Vacancies.** The Union's proposal outlines employees' rights for lateral transfers and internal advancement. It additionally demands that the employer develop a written process for hiring and notify the Union if exceptions to open recruitment are used.
- **Article 22. Leave Donation.** The union's proposal would create a sick leave bank, expand donation beyond annual leave, and allow the transfer of hours at any time. It also allows for cross-agency donation of annual leave and the conversion of sick leave upon retirement.
- **Article 24. Job Classifications.** The union's proposal would require the employer to provide PAQs and process reclassification requests in a specific time period. This proposal would also allow for the union to meet with SPO point of contacts to present the case for reclassification.
- **Article 25. Staffing And Workload Standards.** The union's proposal would require the employer to adjust excessive workload standards in a timely manner and hire additional staff if chronic workloads exist.

Santa Fe Office



- **Article 35. Certification And Licensure.** The union's proposal request that both parties seek funding from the legislature to assist employees with costs incurred for certification and licensure.
- **Article 39. Contracting Of Work.** This proposal would require the employer to meet with the union and negotiate increase the number of classified employee by reduce the number of contract workers and temporary workers if they are performing bargaining unit work.
- **Article 43. Waiver.** The union's proposal establishes the right to negotiate over any changes to the terms and conditions of an employee's employment to impasse. Impasse is defined.

Again, your continued support for our bargaining team is critical to our success. Please pass this update out in your workplace and talk directly to your co-workers about the issues facing state employees and working families.

In Solidarity

Your Bargaining Team