



## Memorandum

To: Kelly Tshibaka, DOA Commissioner *K. Tshibaka*

From: Jared Goecker, DOPLR Deputy Director

Date: December 30, 2020

Subject: January 2021 collective bargaining update with the Labor, Trades, and Crafts Unit (LTC), represented by Public Employees Local 71.

### Introduction:

The purpose of this memo is to increase public awareness of State operations as it relates to the collective bargaining process. The State and Local 71 agreed prior to the commencement of negotiations for monthly updates on the status of negotiations for the public's awareness.

### Bargaining Dates:

During the month of December 2020, the State's bargaining team met virtually with Local 71 on December 16<sup>th</sup> for the first bargaining session of this contract cycle.

Future bargaining sessions were set for January 6<sup>th</sup>, 2021 and then every other Wednesday after that.

### Proposals Exchanged:

Please note, the State makes proposals encompassing entire articles while Local 71 made separate proposals on individual sub-sections of articles they would like to change.

During the month of December 2020, the State proposed book (no changes) language for:

- Article 1: Purpose
- Article 2: Recognition
- Article 3: Union Activities
- Article 5: Union Responsibility
- Article 11: Examination of Records
- Article 24: Pension and Retirement

The State also offered a proposal on Article 14 with housekeeping changes to the article.

Local 71 made proposals within the following:

- Article 4: Union Membership
- Article 13, Section 4: Pay increments
- Article 13, Section 7: Probationary Periods
- Article 17: Pay Procedures
- Article 18, Section 4: Performance Evaluations
- Article 20: Leaves of Absence
- Article 22: Seniority

**Articles with Tentative Agreement:**

The following articles were tentatively agreed upon as book (no changes):

- Article 1: Purpose
- Article 2: Recognition
- Article 3: Union Activities
- Article 5: Union Responsibilities
- Article 11: Examination of Records
- Article 24: Pension and Retirement

**Conclusion:**

Individuals interested in reading the LTC collective bargaining agreement can access this and every State union contract [here](#). The State intends to publish updates once a month at or around the beginning of the month throughout the duration of this negotiation cycle.