



Memorandum

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

From: Jared Goecker, DOPLR Deputy Director

Date: February 2, 2021

Subject: February 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.

During the month of January, the State proposed language changes in 9 articles intended to increase efficiencies and reduce the cost of State government. The State also proposed book (no changes) language for 2 articles the State deems as non-controversial between the parties. Local 71 proposed 4 articles with changes. The parties came to tentative agreement on 1 article.

Bargaining Dates:

During the month of January 2021, the State's bargaining team met virtually with Local 71 on January 6th and 20th.

Future bargaining sessions were set for February 3rd and 17th.

Proposals Exchanged:

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

During the month of January 2021, the State proposed book (no changes) language for:

- Article 6: Recognition of Rights and Functions of Management
- Article 26: Separability and Savings

The State also offered proposals with changes for:

- Article 9: Grievance Procedures
- Article 12: Checkoff
- Article 16: Timecards
- Article 17: Pay Procedures
- Article 18: Conditions
- Article 19: Leave
- Article 20: Leaves of Absence
- Article 22: Seniority
- Article 27: State Owned/Controlled Housing

Local 71 made proposals within the following:

- Article 7: Protection of Rights
- Article 12: Checkoff
- Articles 13: Classification and Wages, 14: Working Rules, and 18: Conditions (as a package)
- Article 13: Classification and Wages
 - Local 71 proposed a 0/2.5/2.5 percent wage increase over the life of the contract
- Article 21: Safety and Liability

Articles with Tentative Agreement:

The following was tentatively agreed to:

- Article 6: Recognition of Rights and Functions of Management

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.