



United Public Employees of California, Local 792

Serving Those Who Serve Their Communities

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NEGOTIATIONS BULLETIN

UPEC Business Manager Chris Darker has been meeting with DPPA employees to answer questions at your work sites.

Q: What are UPEC's qualifications and expertise in negotiations?

A: UPEC staff possess over 80 years combined negotiations and representation experience. Our professional staff has been formally trained at accredited colleges and universities in labor law, negotiations and labor and management relations. UPEC staff are in negotiations somewhere within twelve counties continuously throughout the year producing over 20 contracts each year. Our support staff provide research such as salary and benefit surveys continuously and upon request for comparison as well as classification and re-classifications of positions. UPEC has a professional political advocate working at the Capitol in Sacramento tracking legislation that affects your bottom line as well as the ability to author legislation on your behalf.

Q: What can UPEC do for us?

A: Our most important job is to negotiate a Collective Bargaining Agreement that you (the members) can depend on to secure your wages, benefits and other terms and conditions of employment. Currently, government is in the midst of historic budget cuts that are impacting public employees. Protecting what you currently have, minimizing cuts today and negotiating for future improvements in the contract has been our main focus in the current business climate of economic uncertainty.

Q: Does size of our bargaining unit determine outcome of negotiations?

A: That depends. There isn't a one-size fits all answer. Each bargaining unit has it's own dynamics and needs. Size of your unit can work for you or against you depending on what types of items you are negotiating. Source of funding (example: internal service fund, enterprise fund, general fund) is typically more important than size. The nature of work performed is also typically more important than size.

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LABOR COUNCIL

with more critical services generally more successful in negotiations than less critical services.

Q: Who makes the decision on what gets negotiated in our contract?

A: You do, the entire membership. The entire membership is provided an opportunity to submit their ideas and proposals. The bargaining committee with the advice of a UPEC staff negotiator review each and every proposal and determine if the proposal is a topic that is a subject of the bargaining process. After review and prior to the start of negotiations, the bargaining team submits a draft "Initial Proposal" to the membership for review, editing and approval. The entire membership has an opportunity to fully discuss the proposals and vote on what is put into the initial proposal.