

OFFICE OF ADMINISTRATION  
DIVISION OF PERSONNEL  
PO BOX 388  
JEFFERSON CITY MO 65102

FACSIMILE TRANSMITTAL SHEET

|                 |                 |                                     |              |
|-----------------|-----------------|-------------------------------------|--------------|
| TO:             | Tom Newport     | FROM:                               | Jerri Denton |
| COMPANY/AGENCY: | CWA, Local 6355 | DATE:                               | 9/17/07      |
| FAX NUMBER:     | 314-965-9447    | TOTAL NO. OF PAGES INCLUDING COVER: | 3            |
| PHONE NUMBER:   |                 | SENDER'S PHONE NUMBER:              | 573-522-1261 |
| RE:             |                 | SENDER'S FAX NUMBER:                | 573-751-8641 |

URGENT     FOR REVIEW     PLEASE COMMENT     PLEASE REPLY     PLEASE RECYCLE

NOTES/COMMENTS:

Hard copy also mailed today.

**Matt Blunt**  
Governor



**Chester L. White**  
Director

**Michael N. Keathley**  
Commissioner

State of Missouri  
**OFFICE OF ADMINISTRATION**  
Division of Personnel  
430 Truman Building, 301 West High Street  
Post Office Box 388  
Jefferson City, Missouri 65102  
INTERNET: [www.oa.mo.gov/pers](http://www.oa.mo.gov/pers)  
E-MAIL: [persmail@mail.mo.gov](mailto:persmail@mail.mo.gov)

(573) 751-4162  
FAX (573) 751-8841

September 17, 2007

Mr. Tom Newport  
Communications Workers of America, Local 6355  
Missouri State Workers Union  
3150 Roger Place  
St. Louis, MO 63116.

Dear Tom:

I am writing to address your letter dated September 13, 2007 regarding the State's counter-proposal of the current agreement.

In review of your letter, it should be noted that we are in agreement with you on one key issue; we should negotiate an agreement that is in the best interest of the workers and citizens of the State of Missouri, including the clients of the Department of Senior Services. This can only be accomplished through productive negotiations between your staff and the State.

As stated in my letter dated September 7, 2007, the State is prepared and willing to meet, confer, and discuss, pursuant to the statutory provisions of RSMO 105.510-105.520. By upholding this statutory requirement, I had requested your availability to begin negotiations, you responded with false accusations of bad faith bargaining and you have yet to accept the invitation to bargain. We have offered you a proposal and asked to negotiate; you have turned that into an attempt to destroy labor/management relationships. Proposals and counter-proposals are a normal and necessary part of this process, it is the false accusations such as you are making that much more harmful.

I do recall our previous correspondence on this matter and I did communicate to you what was management's position at that time. However, since our original discussion it was made clear pursuant to the Union's stance and use of the media regarding the State efforts to effectively manage the state's resources as the taxpayers demand and deserve, that I would not be fulfilling my duty to protect the best interest of management by entering into the state's first legally binding labor contract without an opportunity to fully and openly discuss all of the terms.

I do not wish to further belabor issues irrelevant to the negotiation process but rather begin negotiations in order to reach an agreement on how to best represent all parties involved. I am, therefore, requesting, as I

had before, a listing of the available dates of your team so that we can coordinate schedules and begin the negotiation process.

I have also noted your number of committee members who will be involved in the meet and confer process. Pursuant to Section 6.02 (d) of the current agreement, the State will allow Union officers, stewards, or designated representatives, time during work hours without loss of pay to attend meet and confer sessions. However, I am certain that the citizen's of this state would not appreciate their tax-dollars designated for the delivery of Social Services' programs being used for this when they have an elected union who many of the employees pay significant fees to represent them in this process. Therefore, we will allow up to a maximum of 40 hours of administrative leave to be used for the meet and confer sessions. This time may used by one employees or shared among several. Any time for any state employee beyond the 40 hours can be counted as annual leave or leave without pay. The decision to approve such leave will be up to the discretion of the employee's immediate supervisor.

I look forward to receiving your dates of availability.

Sincerely,



Jerri Denton  
Chief Negotiator