

State of Missouri/DSS Bargaining Report #3

Nov. 14, 2007

This session opened around 1:15 p.m. The two day session schedule for Nov. 1 & 2, 2007 ended up being just a one day session on the 1st. The Union presented proposal on **Health & Safety, Union Notices, Labor-Management Meetings, Leaves of Absence, Employee Rights, Miscellaneous Provisions and Grievance & Arbitration.** The State's only counter proposal was in response to **Labor-Management meetings.**

The Parties met again on Nov. 14, two days following our rally to support collective bargaining on the steps of the Supreme Court. The State opened the session by questioning comments made by Area Rep. Bradley Harmon at the rally. The Union followed-up with questions contained in a letter from the State's Chief Negotiator, Paul Buckley, which contains some inaccuracies and misinterpretation of the Missouri Constitution and Statutes.



State Workers standing in the pouring rain in front of the Supreme Court Building to support collective Bargaining.

The only item discussed was Grievance & Arbitration. The State wants a contract that is not legally enforceable. The Union is holding to their position on a dispute/resolution process that provides for binding arbitration. The Union proposed using the University of Missouri-School of Law to act as the arbitrator. The

school has a nationally recognized Center for the Study of Dispute Resolution (CSDR). The State has not responded to the Union's proposal.

The State and the Union will meet again on November 27 & 28. The current resolution is set to expire on Dec. 1, 2007.

