

Staff Relations Division, L-708
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May 28, 2020

Steve Balke
Chief Negotiator
SPSE-UPTE, Local 11
CWA Local 9119, AFL-CIO
P.O. Box 1066
Livermore, CA 94551

Re: *Flex-Term Employees*

Dear Mr. Balke:

Effective upon ratification of this agreement, all Flex-Term bargaining unit employees (Flex Terms) shall be converted to Career Indefinite status. These conversions apply solely to bargaining unit employees in Flex Term status at the time of ratification and shall not prevent the employer from hiring Flex Terms subsequent to ratification.

Jennifer L. Szutu
Manager
Office of Staff Relations