



DATE: October 14, 2009

TO: All Members of the Governor's Cabinet, State Agencies, and Employee Organizations

/S/ SUZANNE M. AMBROSE

FROM: Suzanne M. Ambrose
Executive Officer

SUBJECT: STATE EMPLOYEE MEDIATION PROGRAM (SEMP)

Due to fiscal constraints, the State Personnel Board (SPB) has restructured the State Employee Mediation Program (SEMP) and will no longer directly provide mediation training or services to state departments and employees interested in mediating workplace disputes. There are several sources for obtaining mediation services. All of the mediators who previously served under SEMP have been referred to the CMAS list maintained by the Department of General Services. The SPB Office of Civil Rights has also identified two alternative mediation programs that have agreed to provide mediation services to state departments and employees on a contract basis.

University of California, Davis (UCD)

The UCD Mediation Services Program is available to provide mediation services through interagency agreements with State agencies and departments. Matilda Aidam, UCD's Mediation Services Program Director, has several years of experience in workplace conflict mediation and conducts mediation sessions personally, having previously served as SPB's SEMP Manager from 2000-2005. You may contact UCD at:

UCD Mediation Services Program
328 D Street
Davis, CA 95616
Phone: (530) 297-4480
Fax: (530) 297-4479
Web Site: <http://mediation.ucdavis.edu/>

Department of Industrial Relations (DIR)

The DIR State Mediation and Conciliation Services employs mediators with experience in resolving employment and labor conflicts and is available Statewide. You may contact DIR at:

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DIR State Mediation and Conciliation Services

1515 Clay Street, Suite 2206

Oakland, CA 94612

Phone: (510) 873-6465

Fax: (510) 873-6475

Web Site: <http://www.dir.ca.gov/csmcs/smcs.html>

The SPB Appeals Division will continue to schedule settlement conferences before an administrative law judge in pending appeals.

Questions regarding this memorandum may be directed to Marie Trahey, Office of Civil Rights, State Personnel Board, (916) 651-0442 or MTrahey@spb.ca.gov.