

# INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12  
Locals 3, 39 & 501, AFL-CIO

## **Administration Suspends Leave Reduction Policies – October 21, 2020**

State employees are generally subject to a requirement that their leave balances not grow beyond 640 hours. Employees above the maximum are generally required to create and adhere to a leave-reduction plan to bring their balances down each year.

The implementation of the 2020 PLP program that requires employees to take two days off per month, as well as the use of paid sick leave and Emergency Family Medical Leave provided by state and federal legislation has made it difficult for some departments and employees to comply with leave reduction plans and meet critical work demands during this ongoing state of emergency.

It is evident that state departments, especially EDD, need more flexibility in the management of employee leave.

For these reasons, effective immediately, departments shall suspend policies that require leave balances be reduced below the cap and shall not require employees to implement leave-reduction plans until the 2020 PLP program ends or July 1, 2022 whichever is sooner.

### **UNION STRONG!**

Steve Crouch, Director of Public Employees and Chief Negotiator