

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

In addition to the grievance we filed against Caltrans over the botched administration of the PLP 2020 leave credit program, IUOE has also filed an Unfair Labor Practice (ULP) charge against them – September 16, 2020

On September 15th the IUOE Unit 12 filed an Unfair Practice Charge against Caltrans for denying our members the right to use their PLP 2020 leave credits until December.

On August 21st, Caltrans management distributed a document to our members notifying them that because of a Time Reporting System problem, Unit 12 employees would have to use their own sick leave, vacation leave, or annual leave in lieu of PLP leave credits.

They also noted that once the new PLP 2020 Time Reporting Code is implemented in December, employees will have the option to retroactively correct their timesheets to reflect PLP 2020 usage, but this is not a requirement. At no time did Caltrans notify IUOE Unit 12 of this problem or give us the opportunity to discuss it prior to implementation.

By the above noted facts, Caltrans has violated sections 3516.5 and 3517 of the Ralph C. Dills Act, by unilaterally adopting changes to the Personal Leave Program 2020 without noticing the Union of the changes and failing to meet and confer in good faith with the Union.

We will keep you updated on this issue as the grievance and the Unfair work their way through the process.

UNION STRONG!

Steve Crouch, Director of Public Employees and Chief Negotiator