

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

## IUOE Unit 12 Update – July 24, 2020

Your negotiation committee originally reached a tentative agreement for a one-year successor MOU with the State on June 25, 2020 and the agreement was ratified by the membership on July 20, 2020. A portion of the language originally drafted by the state, indicated the program would take effect, the month following ratification- August. The State has since revealed the language they included in the agreement failed to cover the month of July 2020. To complicate the issue, after the agreement was reached budgetary legislation was passed concerning state employee's salaries this mishap exposed our members to a furlough program for the month of July 2020. The Furlough program is for all intents and purposes is almost identical to the PLP, which includes 16 hours of furlough for July which may be used in the same manner as vacation/annual leave. The biggest difference being that under the State imposed furlough program (July only), our members will continue to pay into the OPEB/CERBT for the month of July. This lapse caused the need to further negotiate a side letter agreement to cover July 2020. Your Union recently reached a tentative agreement for a side letter with the State which will ensure the current implemented furlough program is ended, and unit 12 employees will begin participating in the PLP program beginning August 2020. Your Union expedited the member voting/ratification process to ensure, if ratified, the terms of the agreement would become effective as soon as possible. Unit 12 members will be affected in the following manner.

### **For the month of July 2020, the following will occur:**

- Consistent with the budgetary reductions, monthly salaries of Unit 12 employees will be reduced by 9.23%.
- Unit 12 employees will receive 16 furlough hours to be used at their discretion in the same manner as vacation/annual leave. If not used these hours will expire in 24 months.
- Unit 12 employees will continue the 4.6 % July 2020 OPEB/CERBT contribution (for July 2020 Only), however, in exchange the employee will be compensated an extra 8 hours of PLP leave to use at their discretion.

### **Beginning August 1, 2020, the following will occur:**

- Consistent with the budgetary reductions, monthly salaries of Unit 12 employees will be reduced by 9.23% (July 2020- June 2021).
- Beginning August 1, 2020, the 4.6% OPEB/CERBT deduction from employee's pay checks will be suspended and not collected through June 2021.
- Unit 12 employees will receive 16 hours of PLP at the beginning of each month throughout June 2021. These hours may be used or saved in the same manner as vacation/annual leave. If not used prior to separation from State service, the hours will be converted and cashed out to the separated employee. These hours have no expiration date.
- Unit 12 employees will be granted 3 days of paid training per year which may be used to attend training(s) of the employees' choice upon approval of Management. These days will refill annually, the same as your PDD days. These days have no cash value; therefore, it is highly recommended employees take advantage of these days.

- The language in the MOU concerning “Distribution of Overtime” has been modified for clarification. The Union is scheduled to meet with CalHR to modify the language on the Overtime Distribution Log. Our goal is to simplify the process of ensuring equal distribution of overtime.
- Any increase in the monthly medical premiums for January 2021 will continue to be covered by the State via the 80/20 split (State 80%, employee 20%).
- Unit 12 employees will have the ability to request alternate workweek schedules of 9/8/80, 4/10, or 12 hours (DWR). These requests must be submitted to Supervision or Management. These requests should not be unreasonably denied. Any denial must contain an explanation.
- Caltrans employees will be compensated for mileage for all overtime assignments which create an extra commute to work regardless if the overtime is scheduled or unscheduled.
- Water Resources 12-hour shift language modified to reflect the current practice.
- The Department of Finance will have an obligation to meet with the Union in the event the financial status of the State improves enough to consider ending the PLP program and salary reduction.
- We will be back at the negotiation table with the State early 2021.

**UNION STRONG!**

Steve Crouch, Director of Public Employees and Chief Negotiator