

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

California Department of Food and Agriculture (CDFA) Grants IUOE Unit 12 Grievance and Pulls Bogus Performance Appraisal – July 30, 2019

On April 22, 2019, IUOE Local 39 Business Representative, Brian Spencer filed a grievance against the Department of Food and Agriculture on behalf of a Unit 12 member. On March 29, 2019, the member was rated “needs improvement” in four of the seven relevant categories which constitutes the majority of the performance factors he was held to.

The grievance claimed that the Department was deficient in being specific in nature to the employee’s rating categories. Meaning, the Department could not cite specific areas of deficiency. The grievance also alleged that the Department appeared to be “setting up” the employee for failure.

In a letter to IUOE Local 39, Business Representative Mr. Spencer dated June 19, 2019, the Department granted the Union’s grievance, the actual document was not placed in any file, and the document was destroyed.

It pays to be a Union member.

UNION STRONG!

Steve Crouch
Director of Public Employees