

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

July 16, 2018

***Sent via Certified U.S. Mail  
# 7017 2400 0000 9213 2008  
And via First Class U.S. Mail***

Mr. Chuck Pattillo  
General Manager  
California Prison Industry Authority  
560 East Natoma Street  
Folsom, CA 95630

Dear Mr. Pattillo:

As expected, our members of the International Union of Operating Engineers are already experiencing problems associated with the implementation of your GFMR Program.

As you know, we have never been in agreement with the Program and have repeatedly pointed out problems that were due to arise by the creation of it.

First, it started off with the use of the wrong classification for administering the offender training aspect of it, the hiring of Building Maintenance Workers instead of using an existing state classification that is proficient in training offenders was a big mistake.

Secondly, there has been a great deal of confusion about who is responsible for deciding if the work orders get done by CDCR Plant Operations Unit 12 workers or the CalPIA GFMR Program, and when.

After eight months of operation here are just a few of the problems associated with the GFMR program:

- At our meeting last week, CalPIA representatives were unprepared. There is still no finalized Standard Operating Procedure for the GFMR Program.
- Work orders are being performed by the GFMR Program outside the medical areas.
- Work orders are being performed by the GFMR Program that are not 30 days old.
- The GFMR Program is not following protocols on obtaining materials, particularly paint.
- There is still no clear understanding on the definition of "minor".

For decades the Plant Operations workers have been responsible for the maintenance of the institutions. Through the downsizing of their staff due to "standardized staffing" there are not

as many of them as there used to be even though they still have the same square footage of institution space to maintain.

CalPIA has repeatedly claimed that there were hundreds of work orders taking much longer to complete than before. Some of these statistics have been fabricated or artificially increased to support the creation of your Program. Isn't it obvious if Plant Operations has less staff, in some cases, the work orders would take longer to complete?

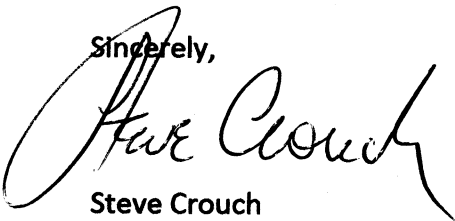
The solution to the problem, if one actually exists, should have been to hire more Plant Operations workers, not to create this parallel system which has done more harm than good by creating an unnecessary friction between the Plant Operation workers and those of the GFMR Program.

The encroachment towards our trade's work that your Program has contributed to, has created a lot of hostile feelings towards it. Our trade's members take an inordinate amount of pride in the work they do and to have someone else come into their environment and to perform parts of their work is unacceptable.

We ask that you rethink your approach to rehabilitating offenders and not to do it at the expense of our members. Most, if not all, of the curriculum can be taught in a classroom setting using the appropriate props for demonstration purposes and practice.

We advised you in the beginning that this Program was going to be met with hostility and resentment, and that is exactly what is happening.

Sincerely,

A handwritten signature in black ink that reads "Steve Crouch". The signature is written in a cursive, flowing style with a large initial "S".

Steve Crouch  
Director of Public Employees

cc: Pam Manwiller, CalHR Labor Relations  
Randy Fisher, CalPIA  
CalPIA Board Members  
The Honorable Governor Jerry Brown  
Adam Ashton, The Sacramento Bee