

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

IUOE Local 39 files Unfair Labor Practice (ULP) charge against the Department of General Services – March 11, 2020

Today, the IUOE Local 39 filed an ULP against the Department of General Services for failing to meet and confer with the Union prior to making changes to their uniform policy.

The employer violated the Dills Act when it unilaterally changed the uniform policy for DGS personnel represented by Local 39 without bargaining with the Union.

The employer also violated the Dills Act when it falsely told employees represented by Local 39 that the Union had agreed to the changes in the uniform policy when in fact, the employer gave no notice to the Union that it was changing its uniform policy and thus, the Union did not agree to the changes.

The changes in the uniform policy affect the terms and conditions of Local 39 bargaining unit members. Many members will be issued dark navy-blue uniforms which will be much hotter in the summer months, particularly if you are working outside on a roof top.

As a remedy the Union has asked the Department of General Services to Cease and Desist and rescind the new policy until such time the parties can meet to negotiate it.

UNION STRONG!

Steve Crouch
Director of Public Employees, and Chief Negotiator for IUOE Unit 12