

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

Essential Worker Pay Negotiations Update – December 16, 2021

IUOE Members,

Your Union, met with the State of California on December 8th, 2021, to open discussions concerning the American Rescue Plan Act (ARPA). The ARPA provides the State of California with the ability to issue a premium pay for employees who meet certain criteria, while working during the COVID-19 pandemic. During the meeting, with the assistance of the negotiation committee, the Union was able express the importance of the role Bargaining Unit 12 & 13 employees continue to perform over the course of the COVID-19 pandemic. The Union emphasized the fact, Bargaining Unit 12 & 13 employees perform critical state tasks that normally cannot be performed remotely. Bargaining Unit 12 & 13 employees have continued to report to their physical work location(s) throughout the pandemic, thereby increasing their overall exposure risk to COVID-19.

We further discussed the fact, many of our members who work within the Department of Corrections, as well as a few other departments may have been exempted from the provisions of the Families First Coronavirus Response Act (FFCRA). The FFCRA is the federal provision which provided workers paid leave for matters concerning COVID-19, including time off for COVID-19 illnesses, school and/or childcare closures, etc. By exempting certain Bargaining Unit 12 & 13 employees from this provision it caused an unequitable use of personal leave credits to Unit 12 & 13 employees versus other State employees. Several testimonies were provided by Bargaining Unit 12 & 13 committee members concerning physically reporting to the jobsite throughout the pandemic, as well as stories of coworkers who fell ill to COVID-19 while working during the pandemic.

The meeting held on December 8th, is not officially considered a negotiation session, as CalHR has yet to receive the authority needed to enter negotiations concerning the American Rescue Plan Act. However, your Union and negotiation committee proceeded to use this opportunity to voice the Union's position, our members are deserving of monetary recognition for the dedication and courage they have and continue to display throughout the COVID-19 pandemic. Your Union and CalHR have agreed to meet a second time to further discuss the matter of Essential Worker Pay on January 7th, 2022. Your Union will continue to advocate on behalf of its members regarding the justification of Essential Worker Pay for Bargaining Unit 12 & 13. Should there be any changes or further information available, your Union will provide another update. Please contact your Union Representative with any questions you may have.

In Solidarity,

Brandy Johnson
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State of CA Unit 12 & Unit 13 Coordinator

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