

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

IUOE Local 3 has two more payroll grievance wins against Caltrans – August 4, 2020

On June 5, 2020, the first of two payroll grievances was filed alleging that a Caltrans Unit 12 worker did not receive his paycheck on the regular payday, May 29, 2020. The worker also did not receive a payroll advance within the 3-day grace period allowed in Section 2.6 of the Unit 12 contract. His paycheck was at the District Office in Oakland which was closed due to the protesting/looting. The check was supposed to be overnighted on Wednesday to the Lewelling Yard, but per FedEx, it got held up one extra night and didn't arrive to Lewelling until Friday June 5th, past the three-day grace period.

As a remedy, the Union requested that the worker receive the pay that he was owed, and that Caltrans pay a penalty of 5% of his base pay for the pay period in dispute.

After investigating the Union's allegations, Caltrans granted the grievance and agreed to pay the worker \$169.80 in penalty fees.

On the second payroll grievance, the Unit 12 Caltrans worker did not receive a full paycheck on May 1, 2020, and then did not receive his regular paycheck on May 18, 2020, nor did he receive the required advance.

As a remedy, the Union requested that the worker receive the money owed to him for the partial payment and the 5% penalty for each day past the 3-day grace period.

After investigating the Union's allegations, Caltrans granted the grievance and the employee received payment of \$1,587.90.

UNION STRONG!

Steve Crouch, Director of Public Employees and Chief Negotiator