

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

## IUOE Unit 12 Hits Three Home Runs Against CDCR – January 25, 2019

In Section 14.9 of the Unit 12 contract there is a provision that provides a Board of Adjustment hearing for Union grievances if the IUOE is not satisfied with the decision rendered at the Step 3 (CalHR) level of review. The Board of Adjustment is comprised of two Union representatives, one representative from CalHR, and one representative from the department the grievance was filed against.

Yesterday, we had three cases (contract violations) before the Board of Adjustment to hear and decide. The first one was dealing with a Post and Bid violation at the CDCR Dual Vocational Institute (DVI) prison in Tracy, the second one was a Post and Bid and job duty statement violation at the CDCR Sierra Conservation Camp (SCC) prison near Jamestown, and the third was another Post and Bid violation at CDCR DVI.

Of special note was the third grievance at DVI. At DVI they have a reverse osmosis water treatment plant (one of only two in the nation) that tends to have numerous mechanical problems, which causes it to go off line at times for as long as four months. In addition the plant has to be shut down twice a year for two weeks for routine maintenance. Last summer the plant went off line for four months during the height of the summer season when temperatures were in the low one hundreds. When the plant goes off line the prison has to have drinking water shipped in for the inmates and the staff. We are talking about thousands of gallons of water at a cost of \$30,000 per month.

At the start of the plant shutdown, DVI management offered the work of staging and delivering the one to five gallon water bottles to various locations within the institution to the M&SS I's on overtime. After a while the DVI management changed the course of action and directed the M&SS I's to distribute the water as part of their regular duties which could take as long as up to 6 hours a day out of an 8 hour shift. This left them little time to perform their regular normal duties which they bid on and were in their job duty statements.

As you can imagine, the Union filed a grievance against this practice and prevailed.

**UNION STRONG!**

Steve Crouch  
Director of Public Employees