

IUOE Unit 12 Reaches Settlement Agreement with CalOES on Uniform Unfair

In a pre-hearing settlement conference at the Public Employment Relations Board (PERB) on September 6, 2017, the IUOE Unit 12 reached a settlement agreement with CalOES over their unilateral implementation of a uniform policy.

On February 24, 2017 CalOES implemented a policy entitled “Deployment Uniforms”, requiring all unit 12 employees to wear certain uniforms when working in the field.

CalOES took the action without giving the IUOE Unit 12 prior notice or the opportunity to meet and confer.

By this sole act, the CalOES failed and refused to bargain in good faith in violation of Government Code section 3519(c).

The terms of the settlement are outlined as follows:

1. By September 15th CalOES will send an email message to unit 12 employees clarifying that employees are not required to wear the jackets bearing the title “Homeland Security” under any circumstances.
2. The parties have agreed to meet and confer over the policy no later than October 30, 2017.
3. The Policy will be placed in abeyance pending the completion of the meet and confer process.

IUOE Unit 12 will aggressively fight to defend our members’ rights.

Steve Crouch
Director of Public Employees