

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

IUOE Unit 12 expects Department of Water Resources (DWR) to honor new contract language on Alternate Workweek Schedules – October 26, 2020

Several months ago, it was brought to our attention that DWR was having groups (districts or business groups) vote on whether or not to go to an alternate workweek schedule (AWWS) such as a 4/10/40 or 9/8/80. In order to switch to an AWWS the department was requiring groups to vote and that the vote had to have a threshold of 75% in order to change. Furthermore, a non-vote was considered a no vote.

Once we got wind of this, we contacted DWR labor relations and asked for a meeting to discuss this contract violation. During our meetings with them, they insisted that it had to be a group vote and that 75% of the group had to approve. They also told us due to health and safety concerns there could be no AWWS's during the winter months beginning in November through March because there was not enough day light for our members to do their jobs.

No where in our contract does it state that employees have to vote for AWWS's and that they cannot be approved during the winter months. This is ridiculous. A vast majority of our members' work is performed in or near DWR facilities or other areas in which adequate lighting is available. We told them that our people were going to exercise their rights to request AWWS's as a crew or as individuals.

We will be posting an AWWS request form on this Unit 12 website in the near future to assist our members who wish to submit a request. The form is not a State form; however, we created the form with the purpose of assisting our members in formulating their AWWS request.

If your request is unreasonable denied and the department does not provide a detailed and comprehensive reason for the denial, contact your IUOE Unit 12 local Business Representative.

UNION STRONG!

Steve Crouch, Director of Public Employees and Chief Negotiator