

## IUOE Unit 12, Local 3 chalks up two grievance wins against Caltrans – May 4, 2020

The first grievance was filed on February 10, 2020 and it alleged that one of our BU 12 Caltrans workers was denied out-of-class pay for performing Leadworker duties from November 1, 2019 through January 14, 2020. He was approached by his supervisor and asked to do the work.

An analysis completed by the Division of Human Resources concluded that our member was in fact working in and out-of-class assignment for the entire period of time claimed in the grievance.

Caltrans agreed to compensate our member \$598.90.

In the second grievance filed on April 16, 2020, the Union claimed that our member failed to receive his regular paycheck for the payday of April 15, 2020.

After investigating the grievance, the department found that the Union was correct in their allegation and agreed to pay this member a total sum of \$1,219.00 which constitutes five percent of the member's base pay during the second half of the March 2020 pay period for ten days of penalty pay, for regular pay which was late.

It pays to be a Union member.

**UNION STRONG!**

Steve Crouch  
Director of Public Employees, and Chief Negotiator for IUOE Unit 12