

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

October 25, 2019

Mr. Aaron Ochoco
Chief, Division of Safety and
Management Services
Department of Transportation
P.O. Box 942874
Sacramento, CA 94274-0001

Dear Mr. Ochoco,

The attached grievance is being filed at your level of review. It is the Union's contention that in Caltrans Districts 7 & 8 a very large number of the Unit 12 Permanent Intermittent (PI) workforce is being used in violation of Government Code 18552.

It is our position that the work being performed by the Permanent Intermittent workforce in these Districts is not of a periodic or fluctuating nature as required by Government Code Section 18552. We have evidence that will show that a majority of these these positions should be filled by permanent full-time employees instead of PI's. We also know of several instances where the PI employees once they reach their cap on their hours worked, they are then hired at another Caltrans location or District.

We ask that Caltrans end this practice as soon as feasibly possible and covert all of the PI positions that are in violation of the Government Code Section 18552 to permanent full-time positions.

We know that there are times when the hiring of PI employees is appropriate, like during snow season, but this abuse of PI's does not fit that scenario.

Sincerely,



Steve Crouch
Director of Public Employees

SC:sg:IUOE#39/afl-cio