

PERB issues complaint against Department of General Services for not notifying IUOE Unit 12 of uniform changes – May 12, 2020

On or about February 20, 2020, the Department of General Services (DGS) changed their uniform dress code along with the contract supplier of those uniforms.

Not only did the Department fail to notice us of such change, they lied to their employees and told them that the Union had agreed to the changes.

Uniforms and dress codes are a mandatory subject of bargaining, so when an employer is contemplating making changes, they must notify us in writing of the change and give us the opportunity to meet and confer over the change.

In this case, the department did neither, there was no written notice or opportunity to meet and confer.

What caused our members to get so upset about the change was the color of the uniforms. The management of the Facilities Management Division (FMD) of DGS decided to change the shirt color from a light blue to a dark navy blue and then told their employees that the Union had agreed to it. Anyone who spends time on hot roofs working on HVAC equipment knows that dark colored clothing is not desirable during the warmer summer months of the year.

When the Union found out about the change, we immediately filed an Unfair Labor Practice (ULP) charge with the Public Employment Relations Board (PERB).

On April 20, 2020, the PERB issued a Complaint against DGS for multiple violations of our collective bargaining law, the Ralph C. Dills Act. A preliminary hearing (informal settlement conference) has been scheduled for June 10th.

UNION STRONG!

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