

Arbitrator Rules Partially in Favor of IUOE Local 39 Grievance Against CHP. IUOE Unit 12 Representatives Meet With Parks Director Over Reorganization Plan - 11-20-2017

On August 11, 2017 an arbitration took place in Sacramento to decide whether the California Highway Patrol violated Article 18.3 of the collective bargaining agreement by assigning Bargaining Unit 1 personnel to upload code plugs into portable radios and/or verify the installation and proper operation of the radios. If so, what would be the appropriate remedy?

The grievant was the IOUE Local 39 on behalf of our telecommunication and senior telecommunication technicians employed by the California Office of Emergency Services Public Safety Communications Division.

The grievance alleged that Bargaining Unit 1 personnel were doing the work of our telecommunication and senior telecommunication technicians.

The CHP had purchased 8,100 new Motorola APX-8000 radios. Rather than use our telecommunication members to upload the code plugs into the radios, the CHP decided to use their Unit 1 IT people.

Award: The grievance was sustained in part. The CHP violated Article 18.3 of the M.O.U. by assigning Bargaining Unit 1 personnel to upload code plugs into portable radios and verify the installation of the code plugs. The State shall cease and desist assigning Unit 1 employees to perform work uploading and verifying the installation of code plugs into CHP portable radios, with the exception of importing radio profiles onto the CHP server and scheduling batch runs.

Meeting with Parks and Recreation Director:

On Wednesday November 15th, IUOE Representatives met with the Parks and Recreation Director to discuss their reorganization plan and how that would impact our members. According to their Director, part of the reorganization plan is to establish new career paths into management and to redefine some of the district borders.

We were assured that the Plan would not result in any layoffs, geographic relocations, or shift changes to our members. They also mentioned that they will be receiving several million dollars from the gas tax increase that would be used for deferred maintenance projects. The only problem is they don't have enough staff to do the work and they don't want to contract it out. We pointed out that they have roughly 60 vacant Park Maintenance Worker positions now and the problem is a result of a tight labor market where people can make more money working elsewhere. We suggested that they look at geographic pay differentials for our members and an increase in their monthly base pay to remedy the staff shortage problem.