

## **How Many Arbitration Decisions Does PIA And CDCR Have To Lose Before They Get The Message? IUOE Unit 12 Local 39 Wins Another One – June 4, 2018**

The issue of work jurisdiction is a sacred cow for IUOE Unit 12. Meaning, we will defend the work performed by our members each and every time there is a violation.

In a most recent decision, arbitrator Ronald Hoh ruled that PIA violated our Unit 12 contract when they had Industrial Supervisors performing the work of Groundskeepers at Avenal State Prison.

Generally, consistent with the SPB Job Specification, Groundskeepers duties normally include such functions as weed abatement, grading of roads and walkways, landscaping, tree trimming, trench digging for irrigation projects, and supervision of inmates.

Beginning in late 2016, multiple Industrial Supervisors at Avenal were instructed by their supervisor to supervise a crew of inmates performing weed abatement, road maintenance and repair, trench digging, and grading and planting trees and flowers in the Avenal Prison's Egg Production area. The duty statements nor the Job Specification for Industrial Supervisor include any mention of these functions.

After two days of hearings on this matter this past January the arbitrator found that PIA was in violation of our contract and issued the following award:

1. The grievance is sustained.
2. The parties shall meet within 30 days of this decision to determine the amount of overtime that was deprived from the groundskeepers.
3. The State/PIA shall immediately cease and desist from assigning to Industrial Supervisors duties that are performed by employees in the Groundskeeper classification.

**Union Strong!**

Steve Crouch  
Director of Public Employees