

IUOE Representatives Meet with CDCR Chief of Labor Relations on Recruitment and Retention Problems

On Wednesday, June 7th IUOE Unit 12 and 13 representatives met with Brigid Hanson the Chief of Labor Relations for CDCR to talk about a long list of outstanding issues that we hope to resolve.

On the top of our list was the recruitment and retention problems at the various facilities in Plant Operations at the institutions. It's no secret that there is a huge shortage of skilled-trades workers throughout the State and in the private sector, add that issue along with still-below market wages for our members, it is easy to see why the State is having major issues hiring and retaining unit 12 and 13 workers. We talked about Pelican Bay, California Correctional Center, High Desert, and Dual Vocational Institute just to name a few.

CDCR acknowledged that there is a problem statewide and they are working on a plan to address it and they would like us to help them get to where they need to go. By the Union helping them, they mean that we need to work together and meet with the Department of Finance to make our case. This means providing vacancy data and examples of problems associated with recruitment and retention.

If you have not heard, anything along the lines of additional employee compensation requires the support and approval of the Department of Finance and CalHR. So, we will be scheduling a meeting at both places in the near future to continue our quest to remedy this issue. Just so you know, these types of issues take time to resolve.

We also talked about the "new" benefits of footwear reimbursement, coveralls and overalls that are a result of our last round of negotiations. We will be meeting with them again to get these new contract provisions enacted as quickly as possible.

Regarding the delay of the implementation of the Special Salary Adjustments, they will be sending out an email to their HR and personnel specialists reminding them what they need to do.

We concluded our session with a discussion about "casual laborers" and why and where they are being used. More to follow on this issue.

In Solidarity,

IUOE, Unit 12