

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

IUOE Unit 12 Local 501 Wins Late Pay Grievance Against Caltrans - February 9, 2018

On October 3, 2017, Local 501 representative Richard Bartow filed a grievance against Caltrans for late payment of regular pay for our Union member in District 7.

The Union representative claimed that Caltrans violated Article 2.6 B. 3 of the Unit 12 collective bargaining agreement. The grievance alleged that the grievant received his regular pay check from the designated department individual past the 3 day grace period provided by the contract.

As a remedy the Union requested that Caltrans compensate the employee five percent (5%) of the employee's base pay for that pay period for each workday beyond the three-day grace period provided by the M.O.U.

Our member is a Structural Steel Painter who works for the District 7, Division of Maintenance. He is paid on a semi-monthly basis.

Article 2.6 – Timely Payment of Wages states in part: “A. the State agrees to provide for all active employees, timely payment of regular wages due on payday...”

After reviewing the facts behind the grievance and the contract language, Caltrans granted the grievance and our member will be compensated \$3,122.49 for twenty-one (21) days of the 5% penalty pay provided in Article 2 (Salaries) Section 2.6 (Timely Payment of Wages).