

IUOE, Unit 12 Representatives Meet with the State Controller's Office Regarding Pay Issues

On the afternoon of May 16, 2017, International Union of Operating Engineers ("IUOE"), Unit 12 representatives met with the Chief of the Payroll Services Division to discuss the problems and frustrations our members are experiencing with timely payment of wages.

Even before the latest payroll debacle over the General Salary Increases and Special Salary Adjustments, there has been wide-spread problems with our members getting their pay on time and with accuracy.

At Caltrans, overtime payments are late on a regular basis. Three months ago, 1,500 Unit 12 members were told that their premium pay for working December 26, 2016 and January 2, 2017 would be delayed until the new fiscal year, which starts in July.

When the Union asked the State Controller's Office representatives, "What's the problem?" we were given a whole litany of excuses. Everything from, "Our payroll system is old and we process thousands of transactions each month" to "We are only responsible for certain payroll transactions, the departments are responsible for keying (processing) the others."

And then you add CalHR to the equation, they share the blame on some of these issues, and now, you have a triangle of finger pointing with no solution to the problem.

Granted, it is a Vietnam era payroll system that is being held together with band aids and duct tape. The last "new upgraded system" didn't work out for the state to the tune of fifty million dollars (\$50 million), that's no excuse for not paying our members in a timely manner.

No other employer in the State of California, whether they be in the private sector or a public agency, could lawfully get away with this disregard for their workers pay. For the most part, the State of California is exempt from the hour and wage laws that apply to timely payment of wages, and therefore, they hide behind this loophole.

The IUOE will continue to fight the fight for our workers to receive their pay on time. We now have contacts at the Controller's Office that we can reach out to when payroll problems are brought to our attention. However, in the meantime, we will continue to push the Governor's office and State Controller, Betty Yee, to procure a new payroll system.