

## **IUOE files grievance at CDCR, CMF over change of work hours and wins**

It is the second most contentious issue between IUOE Unit 12 and the State of California. It seems like every time a new supervisor or manager comes onto the job the first thing they want to do is change our members' work hours.

What State supervisors and managers need to learn is that they cannot unilaterally or arbitrarily just change our members work hours without proper notice to the union and meeting and conferring with the union.

Whether the change is to the starting time, the ending time, or adding a lunch break to a straight 8 hour shift, all of these changes are terms and conditions of employment and must be negotiated with the union as to the impact they will have on our members' lives.

In this particular case, the management at CMF told the employees in the warehouse that they would be adding a half hour lunch to their schedule each day, thus extending their work day an additional thirty minutes. No proper notice was ever given to the union or the opportunity to meet and confer over the change.

Once the union got word of this, we filed a grievance and an unfair labor practice charge against CMF. On May 30, 2017, the Public Employment Relations Board (PERB) issued a COMPLAINT that the respondent (CMF) engaged in unfair practices in violation of California Government Code Section 3519. One month later at the informal PERB conference the Respondent agreed to settle the matter in our favor and to abide by the law.

What management fails to understand in these situations is that a change in work hours can have a significant impact on our members' lives, their families, and their commutes to and from work, particularly for those who live and work in remote areas or in traffic congested areas such as the Bay Area and Los Angeles.

