

One Thousand Additional Positions at Caltrans - Maybe Not Winter Post and Bid, a Problem in District 8

On October 11th IUOE representatives met with Caltrans' Chief of Labor Relations and the Chief of Operations to discuss problems we are having with the Winter Post and Bid process in District 8. It appears that there are some inconsistencies in the way the process is being applied in that particular District. We provided several examples of how the process in District 8 deviates from the statewide norm and management assured us they would make adjustments if warranted.

Specific issues that we raised are:

- The postings need to show the time the shift begins and ends.
- The postings need to be distributed to the entire District.
- Caltrans should endeavor to always use full time employees before PI's on winter work.
- Lack of oversight by Caltrans headquarters on winter post and bid allows for inconsistent application.
- When the winter program/assignment is over, employees should return to the same shift they had before reporting to the winter location.

With regard to the hiring of an additional 1,000 Unit 12 workers, the result of the passage of the governor's gas tax increase, which may be on hold now, as we are being told that the additional positions are contingent on an attempt being made to repeal the gas tax increase. Caltrans is hoping to get approval to fill 300 positions each year for the next two to three years if the gas tax increase stays in place. Caltrans does not want to hire all 1,000 workers at one time then have to turn around and lay them off if the tax increase is repealed.

The majority of the positions will be for the Bay Area in District 4 and Southern California District 7. Should Caltrans get the green light to hire the additional workers, we have requested all of the existing Equipment Operator I's, who are eligible, be promoted to Equipment Operator II's. It's only fair that Caltrans take care of their existing employees before bringing on new hires to fill the Equipment Operator II's positions.