

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

June 1, 2017

**Sent via Certified U.S. Mail  
# 7016 2140 0000 2030 8521**

Pam Manwiller  
Deputy Director of Labor Relations  
CalHR  
1515 "S" Street, North Building, Suite 500  
Sacramento, CA 95811

Dear Ms. Manwiller:

Yesterday it was reported in the Sacramento Bee that Governor Jerry Brown is proposing to double the longest employment probation period in State government, extending it from one year to two years.

What is unclear in this article is which bargaining units and classifications this would apply to and will it also extend the six month probationary period to two years.

From this article it appears that the governor will be circumventing the Ralph C. Dills collective bargaining act by enacting this change through the budget process.

Government Code Section 3516.5 Notice of proposed law, rule, resolution or regulation; opportunity to meet and confer reads:

*Except in cases of emergency as provided in this section, the employer shall give reasonable written notice to each recognized employee organization affected by any law, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the employer, and shall give such recognized employee organization the opportunity to meet and confer with the administrative officials or their delegated representatives as may be properly designated by law.*

The International Union of Operating Engineers would ask that the administration meet and confer with our Union prior to adopting such a change. If you have any questions, please feel free to contact me.

Sincerely,



Steve Crouch  
Director of Public Employees

SC:dd:IUOE#39/afl-cio