



LIBRARY TECHNICAL ASSISTANT UPDATE

DECEMBER UPDATE

On March 27, 2008, your LTA Committee presented a proposal to the Department of Personnel Administration (DPA) for a new deep class of LTA I, II, and III. The LTA Committee worked diligently for several months to find the best approach to address the out of date LTA specifications.

As reported in the last LTA Update in April 2008, DPA and CDCR representatives smugly refused to accept the evidence-based arguments presented by your LTA committee after several months of hard work to support a new LTA classification specification. After this meeting your LTA committee and Union staff decided upon an approach of employing Article 14.2 of the Contract—the out-of-class and position allocation hearing process. Initially, it was decided that the out-of-class grievance was the best route to take. Simply stated, working out-of-class means that an employee must work: 1) at least 2 consecutive weeks at a higher classification 50% of the time or more; and 2) provided the duties from the higher classification *do not* overlap with the duties of the current classification. It is a high threshold to meet but we have been successful in winning these types of grievances.

Because of the difficulty to win out-of-class grievances your LTA Committee together with Local 1000 staff reevaluated the next steps. We decided upon the “misallocation process” (Article 14.2 (C) (2)) as the more effective route to take. Please note, the language in the contract addresses the *pay only* for being misallocated, and *not* a reallocation to another classification. Only the State Personnel Board (SPB) can approve revised or new classifications. Nevertheless, as LTAs who perform duties and responsibilities above and beyond the current outdated LTA specifications, clearly LTAs are misallocated: 1) for the work you actually perform; and 2) minimally should be paid for performing those additional duties and responsibilities.

The next step to be taken: Your LTA committee jointly with Local 1000 staff will file statewide all-affected grievances over misallocation for all LTAs. To read the steps involved in the grievance process refer to Article 14.2 (D) of our contract with the state. The grievance process does take time due to timelines and scheduling, if and when the case goes before a third party arbitrator. The remedy, if the case is victorious, is limited to back pay for one year from the time the grievance is filed. While not a speedy process, the grievance procedure is one method to address the LTAs misallocation.

Another important way for all LTAs to make their voices heard -- you must take collective action. Contact one of your LTA committee members below. Learn what are the next steps, and how you can get involved. **YOUR VOICES MUST BE HEARD.** Together -- all LTAs will be successful in the fight for a new LTA deep classification.

For questions about the misallocation process and/or the next steps for the LTA campaign, please contact any of the LTA Committee members listed below or by email at LTASeu1000.org:

- 1. Helen Griffin, LTA (Safety), Pelican Bay State Prison, or Grifcram@charter.net**
- 2. Sandy McDonald, LTA (Safety), Salinas Valley State Prison, or Sandra.McDonald@cdcr.ca.gov**
- 3. Kathleen Sterling, LTA (Safety), RJD Corr. Facility, or SterlingCARES@Yahoo.com**
- 4. Larry Perkins, Unit 04 Chair (916) 417-6783/lperkins@seiu1000.org**