

## **Bargaining Unit 11 – Engineering and Scientific Technicians**

### **Summary of Unit-Specific Tentative Agreements**

Through surveys, conversations, town hall meetings and worksite meetings, the priorities of BU11 members were clearly communicated to your bargaining team. We addressed every priority issue at the BU11 and/or Master Table negotiations, with proposals, discussions and bargaining strategies. As was the case for all bargaining units, due to the compressed timeline and Governor Brown's insistence on a "cost-neutral" contract, some of our highest priorities have not yet been achieved. Your team was forced to propose an alternative method for continuing the search for solutions to BU11 concerns. The union will continue to engage the departments, with CalHR involvement and use the modified joint labor management committee to seek resolution on a wide variety of BU11 issues.

Despite the inevitable compromises that had to be part of this agreement, your team worked very hard, is proud of its work and looks forward to involving more members in the continuation of our campaigns.

Here's a summary of contract changes that affect BU11:

#### **Article 5.15.11 - Joint Labor Management Committee**

Improved language would expand the Joint Labor Management Committee (JLMC) to all departments in which BU11 members work. Any concern that arises during the period the new contract is in effect may be brought up in this committee. CalHR is a standing member of the committee and the following departments will send standing members to resolve problems: CalTrans, Department of Water Resources, Air Resources Board, Department of Fish and Wildlife, Department of Food and Agriculture. Issues of concern to BU11 members in other departments may also be raised at this JLMC.

Some issues that have been identified for the committee to address include:

- issues in health and safety
- classification, duties and jurisdiction
- architectural and engineering concerns

#### **Article 14.XX.11- Laboratory Assistant Classifications**

This new section will require the state to conduct a review of all classifications in the laboratory assistant series. The classification review will determine if the current class specifications adequately describe all facets of the work and establish appropriate qualifications. This study is a direct result of a presentation made at the bargaining table about the lab assistants who are required to be licensed phlebotomists.

#### **Article 10.18.11 – Referral of Assault/Battery**

Many BU11 members work in conditions that put them at risk of assault. Under previous contracts, when a ward or inmate of the state was involved in an assault/battery of an employee, the State was required to notify the appropriate prosecuting authority. In this

round of bargaining, we were able to extend a similar protection to BU 11 employees who do inspections for the Air Resources Board or the Department of Food and Agriculture. Under the terms of this new section, the State must report any assault and/or battery to the appropriate law enforcement agencies.

### **NEW - Seasonal Employee Work Schedules**

This new section will address the problem of seasonal workers who are sometimes not notified of the lack of work until they report for a shift. No longer will such a member be denied pay in this situation. This new language will give seasonal workers at least four hours of work and/or pay if management fails to notify the worker not to report for a shift.

### **Article 13.31.11 - 20/20 Program**

CalHR has agreed to work with the Union to develop and conduct a survey to measure interest in the 20/20 program among BU11 members in all departments. Survey results will be used to develop implementation plans for this program in further negotiations between the Union and CalHR.

### **Side Letter 6.11 – Fish Habitat Assistant**

Within 180 days of ratification, the Union and the State will meet and confer to review whether the “exceptional allocation” **that allowed the Fish Habitat Assistant** to work in the hatcheries or another long term solution should be pursued. Your team pressed for this language change in order to protect BU11 members from possible accounts receivable **if the title were found to be inappropriate for the duties being performed.** The Department of Fish and Wildlife made questionable decisions regarding the use of this classification in place of Fish and Wildlife Specialist (Lead) **and this review will allow us the opportunity to make sure that the specifications match the new duties being assigned by DFW.**

### **Article 12.7 – State Owned Housing**

This language extends the ban on rent increases until at least June 30, 2015, for members who are required to live in state housing. This extension was obtained with great difficulty at the Master Table negotiations. The agreement calls for general salary increases July 1, 2014, and July 1, 2015, however, the 2014 raise is contingent on the State’s revenue. 2015 is the first year in which a general salary increase is guaranteed under the agreement **and we are pleased that we could keep this protection in place until members receive their salary increase.**

### **Article 12.1- Business and Travel Expense**

Increases meal allowances by \$2 for each meal. Increases lodging rates for most areas, except Alameda County.

### **Article 8.32 - Personal Leave Program 2010 and 2012**

New language in this article eliminates the expiration date for accrued PLP 2010 and 2012. PLP must still be used prior to any form of leave except sick leave and PDD. It can still be requested to be used in lieu of sick leave.

### **15.1 - Appeal of Involuntary Transfer**

Incorporates seniority into determining involuntary transfers. Also allows an employee who is qualified and has more seniority to request to be involuntarily transferred in lieu of a less senior employee.

### **New – Student Assistants**

This new section will allow management to hire student assistants to work only in jobs related to their field of study.

Your team worked intensely since April to turn your priorities into contract improvements and we brought activists from your ranks to the bargaining table to make presentations that underscored and illustrated the critical issues. We are proud of the gains we have been able to capture in the tentative agreement, but we are the first to say that much more work remains to be done, especially in the implementation of the new 5.15.11 committee.

This committee will be the place where additional progress can be made without having to wait for the next contract bargaining cycle. It is also the place where member activism and involvement can pay off. Our campaigns will continue:

- for pay equity
- for classification adjustments
- for classification studies
- for adjustments to differentials

Member involvement is critical to our success. We urge all members to study the new agreement, to support ratification, to be focused in enforcing its language and to work to implement its provisions, especially given the potential of 5.15.11 to bring us the results we have desired and deserved for so long.

Brad, George, John, Paul, and LeRoy  
The BU11 Bargaining Team