

AUG 23

2017

UNION UPDATE

# IT RECLASS TEAM DRIVES STATE BACK TO THE TABLE



After negotiations to reclassify more than 8,000 information technology workers stalled last month, our IT Reclass Action team forced the state back to the table Aug. 31.

For months, our IT Reclass team had been working to ensure a positive outcome for the complex transition to a more modern set of job specifications while fighting for fair compensation and protecting the interests of our members.

When state negotiators walked away from the table May 31 without adequately addressing our concerns or addressing our proposals, the team filed an Unfair Practice Charge with the Public Employee Relations Board (PERB), citing the state's refusal to bargain in good faith.

Our team issued a report titled "The State's \$2.5 Billion Addiction," illustrating how an outdated and uncompetitive classification system is subsidized by the state's longstanding dependence on contracting out.

Our report demonstrated that IT reclassification, done right, would save the state \$700 million each year, strengthen the IT infrastructure and stop the exodus of state workers to the private sector.

Our members took action to keep the pressure on, calling CalHR and demanding that they "get IT together." The state settled the Unfair Practice Charge, making a commitment to not walk away from the table until we agree or disagree on the reforms. Our union retains the right to reopen the UPC should the state not meet their obligations.

"This win is a direct result of the efforts of IT members," said Brenda Modkins, Chair, Bargaining Unit 1. "We have a pathway forward, but we must continue to hold the state accountable along the way."

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Brenda Modkins  
Chair, Bargaining Unit 1

## PRESERVING MEMBER RIGHTS DURING BOE RESTRUCTURE

Our union leaders have established a Joint Committee with the state to preserve and protect members' rights during the upcoming restructuring at the Board of Equalization (BOE).

After the passage of the Taxpayer Transparency and Fairness Act of 2017, the state reorganized BOE into separate entities: California Department of Tax and Fee Administration (CDTFA), and BOE. In 2018 the Office of Tax Appeals (OTA) will be established.

This affects close to 4,000 of our represented employees who work for CDTFA and BOE in Units 1, 4, 14 and 21, along with Unit 15 employees who maintain these offices and worksites.

We met with state representatives to lay the foundation and establish a framework for the Joint Committee process.

Our ten-member committee is comprised of CDTFA employees—all union members— from California, Houston and New York, and led by our Vice President for Organizing/Representation Tamekia N. Robinson. The committee will work collaboratively to assess impacts and make joint recommendations to ensure this restructure is a success.

This Joint Committee is just one example of how a strong union pays dividends.

"Fighting to preserve our jobs and working conditions is the reason I chose my union," said James Zoes, a Unit 1 bargaining team member from CDTFA's Houston office. "Our success in this restructure comes from our union membership standing strong and supporting each other."



**"Together we're adding our voices and raising the concerns of our members so that their work will continue to be respected and supported. Working with the state through the committee is an opportunity for us to help reach positive outcomes for members when faced with big changes."**

-Tamekia N. Robinson, Vice President for Organizing/Representation

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