

SUPER INFORMER

for Supervisors & Managers

March 2022

UNIT 9 SUPERVISORS AND MANAGERS INSTRUMENTAL TO PECG'S SUCCESS FROM THE START

PECG is unique in that it is a labor union **comprised of both Unit 9 rank and file employees and related supervisors and managers**. Just how did that happen?

In short, in July 1963, engineers – rank and file employees and supervisors and managers – from the Division of Highways (later to become Caltrans) met in the basement of their District IV offices in San Francisco. They **were united by their frustration with the outsourcing of their work and lagging pay** and benefits.

Many of the leaders at the table that summer – PECG's founders – were **supervisors and managers**. They enjoyed the respect of the department higher ups and the rank and file employees who worked for them. They were in an **ideal position to help create a new, independent organization** in which members make decisions entirely dependent on what is best for state engineers and related professionals.

At that meeting, a **written declaration of PECG's purpose was adopted**: "few of these items (outsourcing, pay and benefits issues)... can be accomplished on an individual basis. They **require concerted collective effort**. A formal organization is necessary. Your **active participation is the only way we can get the kind of representation necessary** to preserve, foster and maintain the identity and stature of the professional engineer in state service."

To the great credit of all who were present, they knew that to get results, **PECG needed to represent all state engineers**

– supervisors and managers and rank and file employees – to bring the maximum "collective effort" to bear to address the mutual problems they faced.

Having been founded by all Unit 9 employees, it was only natural that **rank and file employees and supervisors and managers stuck together** in the years that followed. In 1981, after California state employees were granted collective bargaining rights, **PECG was elected the exclusive representative** of Unit 9 rank and file employees. Later, PECG became the **verified representative of Unit 9** supervisors and managers.

That is how PECG, unlike most other state bargaining units, came to represent, and deliver for, state supervisors and managers.

PECG negotiates salary and benefits for supervisors and managers with the Governor's Administration through the Meet and Confer process. Over the years, PECG's Meet and Confer Team (made up of PECG supervisors and managers from around the state) has effectively advocated for significant pay and benefits gains for supervisors and managers.

Many of the benefits mirror provisions received by Unit 9 rank and file members through collective bargaining. Others are exclusive to supervisory and managerial employees. Here are just a few of the benefits provided to Unit 9 supervisors and managers in recent years:

**MANY
OF PECG'S
FOUNDERS...
WERE
SUPERVISORS
AND
MANAGERS**

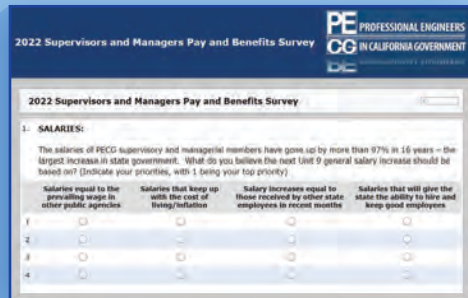
- **Salary increases of more than 97% over the last 16 years**, including the 5.58% general pay increases provided to rank and file employees by PECG's 2021 Side Letter in July 2021.

- **State experience pay differential** starting at 2% of salary for employees with 20 or more years of state service.

- **Geographic pay differential** of \$250 per month for those with worksites located in Alameda, Marin, San Francisco, San Mateo, and Santa Clara counties.

Continued on page 2...

SUPERVISORS AND MANAGERS, PEGG WANTS TO HEAR FROM YOU!



In mid-February, PEGG sent an **email to member supervisors and managers** with a link to **PECG's Supervisors and Managers Pay and Benefits Survey** to determine your priorities as the Meet and Confer Team gears up for talks with the Newsom Administration. The survey is **your opportunity to tell the Team what you consider most important** regarding your salary, benefits, and working conditions. The survey results received from PEGG members will be compiled and **reviewed by the Meet and Confer Team**, as will individual comments and suggestions submitted as part of the survey. Thank you in advance for participating.

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- **Family Care Leave Benefit** exclusive to supervisors and managers, that mirrors paid family leave, but is provided at no cost. For more information, please see the FAQs in this issue.
- **Pay Differential 421**, implemented in 2019, provides salaried supervisors and managers responding to declared emergencies with double time during the first two weeks of response and time-and-a-half for each week thereafter.
- **Consolidated Benefits** (or “CoBen”), the allowance to pay for health and dental, are generally considered the best in state service.
- Eligibility to enroll in one of two **enhanced dental plans**.
- **Employer-paid term-life insurance policies** – \$25,000 in coverage for supervisors and \$50,000 in coverage for managers – with no out-of-pocket costs.
- An **extra hour of vacation leave or annual leave** (as applicable) per month.
- Eligibility to enroll in an employee-paid **long-term disability plan** that provides a percentage of income after the first six months of a disability.



These gains reflect **PECG's dedication to supervisors and managers** from the organization's founding through today. In turn, over **60% of supervisors and managers are members**. They understand that PEGG delivers competitive pay, pension protection, the best benefits in state service, and protection from outsourcing for all state engineer and related classifications.

Today, please **encourage your supervisory and managerial colleagues** who are non-members to join PEGG. The online application is available at pegg.org/pegg-represented-supervisors. It requires less than two minutes to complete, but the benefits of membership will be there throughout their career and into retirement.

THE SUPERVISOR AND MANAGER FAMILY CARE LEAVE PROGRAM - FAQs

Though it is nearly three years old, too many supervisors and managers are either unaware of, or do not know enough about, the Family Care Leave (FCL) benefit available to state supervisors and managers. The program was created with PEGG's support in 2019. Here are the **answers to some frequently asked questions** about the program:

What is it?

Family Care Leave provides **partial wages for up to six weeks** within any 12-month period to care for a **seriously ill family member or to bond with a new child**. By utilizing Annual Leave, employees are **eligible to receive their full wages** during the six-week period.

Who is eligible?

Currently, **only supervisors and managers** who are enrolled in the **Annual Leave Program** can take FCL if they cannot perform their regular or customary work due to the need to care for a seriously ill family member or to bond with a new child.

Who is a “family member” or a “new child” for purposes of FCL?

Family members include **children, parents, parents-in-law, grandparents, grandchildren, siblings, spouses, and registered domestic partners**. A “new child” includes **babies and children who are adopted** or placed for **foster care**.

Is there an employee contribution for FCL?

There is no out-of-pocket cost to employees for FCL. The state covers the cost of the program.

Where can I find more information about FCL?

Please see the State Human Resources Manual online for more information. In addition, you can check with your department's **human resources staff**, or contact **your nearest PEGG office**.

MEET STEFAN CAJINA PECG VICE PRESIDENT, SUPERVISORY AND PECG'S MEET AND CONFER TEAM

Stefan Cajina, PECG's Vice President, Supervisory, chairs the PECG Meet and Confer Team, which represents Unit 9 supervisors and managers in their employment relationship with the State.

It's **rewarding work**, Cajina says, because he has seen collective power firsthand. He knows **how vulnerable he and other supervisors would be if left to manage their state employment on their own**.

"PECG has our back. I tell supervisors all the time that PECG knows who we are," Cajina said recently. "It's **the only employee organization of, by, and for engineers and related professionals, and it deals only with our concerns.**"

Cajina joined the State as a sanitary engineer in 1997 and was **promoted to supervisor** in 2005. As **Chief of the North Coastal Section** for the **Water Resources Control Board's Division of Drinking Water**, he supervises about 40 staff spread across 14 counties from Monterey and Mendocino to Napa and Contra Costa.



**Stefan
Cajina**



**Refugio
Dominguez**



**Joe
Mello**



**Grace
Pina-Garrett**



**Brian
Simon**



**Wes
Thompson**

PECG's Meet and Confer Team also includes PECG members **Refugio Dominguez** (Caltrans), **Joe Mello** (Water Resources Control Board), **Grace Pina-Garrett** (Caltrans), **Brian Simon** (Caltrans), and **Wes Thompson** (Caltrans).

Their collective role, Cajina said, is to "communicate relentlessly" with the State to **ensure Unit 9 supervisors and managers are treated equitably regarding salaries, benefits, and other employment matters**.

The notion that managers can join an employee organization can seem foreign to some people. For many years, departments erroneously told management that employee representation was just for the rank and file.

"Of course, that's not true," Cajina said recently. "That right is established in the **Excluded Employees Bill of Rights**," which was signed into California law in 1990.

The statute, which PECG supported, ensures that supervisors, managers, and confidential employees have **the right to join state-recognized organizations that will represent them**. While they do not have full collective-bargaining rights, the law requires the State to meet and confer with supervisory and managerial representatives on issues such as pay and working conditions.

"It's important for supervisors and managers to understand this," said Cajina, "because a lot of us have been told, 'You'd better be quiet. Just listen to management and don't talk about all that labor stuff.' But we absolutely do have **the right to participate on our own behalf.**"



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Meet Stefan Cajina –
PECG Vice President, Supervisory
and PECG's Meet and Confer Team

PECG Supervisory Membership
Reaches All-Time High!

CONTACT US

SACRAMENTO
(916) 446-0400
(800) 338-1480

SAN FRANCISCO
(415) 861-5720
(844) 350-7324

LOS ANGELES
(818) 500-9941
(888) 980-7324

EMAIL
pecg@pecg.org

PECG SUPERVISORY MEMBERSHIP REACHES ALL-TIME HIGH!

PECG has 10,545 **total members today**, just a few hundred short of our **all-time high achieved at the end of 2019**. Total membership is down slightly due to the hiring freezes put in place in state departments in 2020 – a response, proven unnecessary, to what was expected to be a pandemic-caused recession.

What is at an **all-time high now is the number and percentage of supervisory and managerial members** who belong to PECG. **1,788 supervisors and managers** are members, which represents **60% of Unit 9 excluded employees**.

We reached those amazing records because PECG leaders, section officers, and members spread the word that **PECG delivers competitive pay, pension protection, the best health care reimbursement rates, and job protection from outsourcing**.

PECG's supervisory and managerial members also understand that strength comes from that high level of membership. It is the key to **improving the pay, pensions, health care, and job security** of our members – and always will be. A **high percentage of membership strengthens our position** at the meet-and-confer and bargaining tables and provides the resources necessary to effectively advocate in all venues – the Governor's office, Legislature, courts, media, state agencies and departments, and CalPERS.

PECG urges you to **ask non-member supervisors and managers to join PECG** in 2022. It takes less than two minutes to fill out the online application at pecg.org/pecg-represented-supervisors. PECG pays **\$200 for each supervisor or manager** who joins. Thank you for your membership.