



**Brian Simon**

**Ask PECEG Vice President Supervisory Brian Simon why supervisors and managers should be PECEG members, and his answer is simple and direct: "It's our right under the law to have representation, and that's a huge benefit. Why would anyone want to give that away?"**

Simon became a PECEG member almost immediately after he joined state service as a Caltrans Transportation Engineer in Eureka nearly **15 years ago**. Over time, he assumed leadership responsibilities in his section and then with the statewide Board of Directors, with a well-earned reputation for **effective recruiting and mentoring skills**. So, when he promoted to management, there was **no question in his mind** that he would remain an **active member**.

"It's something that **sometimes gets lost on people** who come into management," Simon said. "You can **still have benefits through PECEG**. For example, if something happens on the job and you need a rep., that's available to you as a member. If you have questions about longevity pay or your warrant is short, **PECEG can help**. There's

## **NEW VICE PRESIDENT SUPERVISORY COMMITTED TO SERVICE**

a **misconception that supervisors and managers aren't represented** at all in those situations."

Excluded employees can go at it alone, Simon said, and try to navigate the State's **human resources bureaucracy, civil service rules, and labor laws**. "But why would any excluded employee want to represent themselves on matters related to their employment when **PECEG has trained, educated, and experienced staff who professionally do the same?**" he said. "Let's face it. We have our professional skills and limited time. So, **I put my faith and have confidence in PECEG staff's ability** to represent me or anyone else over my ability."

Beyond individual representation, state law also provides **PECEG with the standing to speak on behalf of Unit 9 supervisors and managers** regarding their **employment relationship** with the State. Since assuming the VP role last fall, Simon has led the **PECEG Meet and Confer Team** that advocates for better **wages, benefits, and working conditions** for Unit 9 supervisors and managers.

For example, when PECEG last year reached a **Memorandum of Understanding (MOU)** for Unit 9 rank and file employees, Simon and the Meet and Confer Team **successfully pressed CalHR to grant the same raises, longevity pay enhancements and other MOU benefits to supervisors and managers**.

Simon also noted that PECEG membership provides the same sense of **community and connectedness** for supervisory members that rank and file members enjoy.

"When you're a PECEG member, **you're part of something bigger**, a shared experience that connects us," he said. "It's beyond work. It is a chance to get acquainted on a personal level and advance our professional interests together."

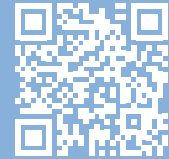
Simon said he wants to continue educating rank and file employees about the benefits of continuing membership **before they promote**, a key driver to PECEG's membership growth among senior employees in the last three years.

"We have many supervisors and managers nearing retirement," he said, noting that **a record 61% of Unit employees in those classifications are PECEG members**. "The 'gray tsunami' is here, taking long-time members with it. So we need to maintain a **balanced approach** that includes recruiting and retaining incoming supervisors and managers."

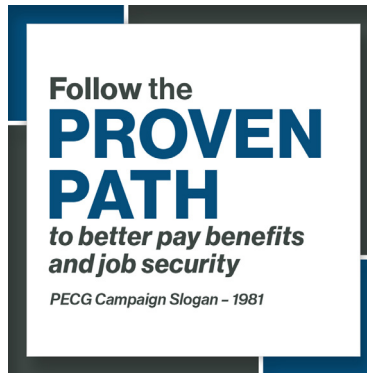
Simon is also mindful of supervisors and managers the State has passed over when granting some wage increases or benefit enhancements. He's committed to **continuing the fight** to correct those situations.

"It's an **uphill battle**," he said. "But it's important that we keep trying. **PECEG will never stop fighting to improve the pay and benefits of all Unit 9 employees.**"

# SUPERVISORS INSTRUMENTAL TO PECG'S SUCCESS



The story of just how **PECG came to represent state engineers and related professionals (Unit 9)** has been told many times. In short, in July 1963, **engineers from the Division of Highways** (later to become Caltrans) met in the basement of their District IV offices in San Francisco to adopt a **written declaration of PECG's purpose**: *"few of these items (outsourcing, pay and benefit 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."*



What sometimes gets forgotten in the story of PECG's creation is this: **many of the founders in the summer of 1963 and in the years to follow, were supervisors and managers.**

They were leaders in their respective departments around the state. 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.

To their great credit, they knew that to get results, **PECG needed to represent all state engineers – supervisors and rank and file employees** – to bring the maximum **"collective effort"** to bear to address the problems they all faced.

That is why PECG, unlike most other state bargaining units, **continues to represent, and deliver for, state supervisors and managers.** And it has done so throughout our 60-year history!

**PECG negotiates salary and benefits for supervisors and managers** with the Governor's Administration through the Meet and Confer process. Many of the benefits provided seniors **mirror provisions received by Unit 9 rank and file members** through collective bargaining. Others are **exclusive to supervisory and managerial Unit 9 employees.** Here are just a few of the benefits provided to Unit 9 supervisors and managers over the years:

<ul style="list-style-type: none"> <li>• <b>Salary increases of more than 100% over the last 17 years.</b></li> </ul>
<ul style="list-style-type: none"> <li>• State <b>longevity pay differential</b> starting at 17 or more years of state service.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Geographic pay differential</b> of \$250 per month for those with worksites located in Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara counties.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Family Care Leave Benefits</b> that are similar to paid family leave but provided at no cost.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Pay Differential 421</b>, 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.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Consolidated Benefits</b> (or "CoBen"), the allowance to pay for health and dental, are generally considered the best in state.</li> </ul>
<ul style="list-style-type: none"> <li>• Eligibility to enroll in one of two <b>enhanced dental plans.</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>Employer-paid term-life insurance policies</b> - \$25,000 in coverage for supervisors and \$50,000 in coverage for managers - with no out-of-pocket costs.</li> </ul>
<ul style="list-style-type: none"> <li>• An <b>extra hour of vacation leave or annual leave</b> (as applicable) per month.</li> </ul>
<ul style="list-style-type: none"> <li>• Eligibility to enroll in an employee-paid <b>long-term disability plan</b> that provides a percentage of income after the first six months of a disability.</li> </ul>

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 **PECG delivers competitive pay,**

**pension protection, affordable health care benefits, and protection from outsourcing** for all state engineers and related classifications.

# MOST PEGG MOU PROVISIONS EXTENDED TO SUPERVISORS AND MANAGERS

Owing to the hard work of **PECG's Meet and Confer Team**, Unit 9 supervisors and managers received the **2.5% General Salary Increase**, retroactive to July 1, 2022, and **many other new and improved pay differentials** that are part of PEGG's **2022-25 Memorandum of Understanding (MOU)**, including:

- Expanded Longevity Pay Differential
- Geographic Pay Differential to provide \$250 per Month to Unit 9 Employees in Contra Costa County
- Increase in Diving Pay Differential to \$25 from \$12 per Hour
- Increase in the Long-Term Differential to \$3,000 from \$1,800 per Month

The Department of Human Resources (CalHR) also extended the **\$300 monthly recruitment and retention differential** provided to rank and file **Transportation Surveyors (Caltrans)** by the 2022-25 MOU to their immediate supervisors — **Transportation Surveyor Party Chiefs (Caltrans)**. For both classifications, the \$300 differential was made retroactive to October 1, 2022.

Unfortunately, CalHR did not extend the differential to **senior and supervising Transportation Surveyors (Caltrans)** that are part of the series. Despite the Meet and Confer Team's strongest urgings, CalHR denied the request, pointing to **a lack of recruitment and retention problems** in those supervisory classes.

**PECG will continue to press** CalHR to extend the differential to senior and supervising Transportation Surveyors as we work on behalf of supervisory employees under the terms of the **Excluded Employee Bill of Rights (EEBR)**. Since 1990, the EEBR has ensured supervisors and managers in Unit 9 can join PEGG for representation in their employment relationship with the State.



## INTRODUCING PEGG'S MEET AND CONFER TEAM

PECG's Meet and Confer Team also includes PEGG members **Stefan Cajina, Refugio Dominguez, Kristi Shelton, and Wes Thompson**. Their collective role is to communicate with the State to **ensure Unit 9 supervisors and managers are treated equitably regarding salaries, benefits, and other employment matters**.



**Brian Simon**

Senior Transportation Engineer, Caltrans



**Stefan Cajina**

Supervising Sanitary Engineer, Water Resources Control Board



**Refugio Dominguez**

Senior Transportation Engineer, Caltrans



**Kristi Shelton**

Senior Water Resources Control Engineer, Water Resources Control Board



**Wes Thompson**

Senior Transportation Engineer, Caltrans



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**New Vice President Supervisory Committed to Service**

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**Most PCEG MOU Provisions Extended to Supervisors and Managers**

**Introducing PCEG's Meet and Confer Team**

**PCEG Supervisory Membership Reaches New High!**

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## PECG SUPERVISORY MEMBERSHIP REACHES NEW HIGH!

**The number and percentage of Unit 9 supervisors and managers who are PCEG members reached all-time highs in 2022**, as efforts to educate new hires and rank and file employees who promote about the benefits of membership continued to bear fruit.

Some **1,901 of 3,098 supervisors and managers** in the unit, **or 61%**, were PCEG members at the end of last year. That's up from **60% in 2021 and 57% in 2020**. Viewed another way, state departments' **net number of Unit 9 supervisors and managers increased by 165 employees** during the three years, after accounting for hirings, promotions, retirements, and other separations. Meanwhile, **PCEG membership** in those groups **grew by 237 employees**.

Supervisors and managers for many years have been **the most difficult to recruit and retain**, since many were often **incorrectly told or erroneously thought** that they could not belong to an employee organization or enjoy representation rights. Several years ago, however, a state law took effect that **forbids discouraging employees from joining employee organizations**. That change, combined with PCEG's emphasis on **consistently educating rank and file members about their rights** if they promote and **clear messaging to new managerial hires**, has turned the tide.

### PECG Supervisor & Manager Membership: Just Super!

Year	S/M Membership	S/M Unit Total	Percentage
<b>2022</b>	<b>1,901</b>	<b>3,098</b>	<b>61%</b>
<b>2021</b>	<b>1,799</b>	<b>3,013</b>	<b>60%</b>
<b>2020</b>	<b>1,664</b>	<b>2,933</b>	<b>57%</b>