



Brian Simon

As PEGC's Vice President **Supervisory** since late in 2022, **Brian Simon** has tirelessly promoted the **value of membership for supervisors and managers**. He's spoken virtually at section meetings from his home office in Eureka and also traveled to section meetings all around the state. If you distilled his message into a single word, it would be "advance."

He's explained how PEGC-negotiated benefits can **help members advance** in their careers. He's **encouraged members to engage and advance to PEGC leadership roles**. He's explained how PEGC's **collective power advances the interests of managers and supervisors**.

"The message is getting through," Simon said during a recent phone conversation. **"Supervisors and managers are learning that there is strength in numbers.** We're better off as a team than working alone, individually. And we all have the same concerns, whether we're management or the rank and file – that is, our working terms and conditions."

PEGC's membership data confirms Simon's observation. At the end of last

VICE PRESIDENT SUPERVISORY PROUD OF PEGC ACCOMPLISHMENTS

year, **a record 63% of Unit 9 supervisors and managers were PEGC members**. By comparison, 57% of supervisors and managers were members in 2020. The **percentage has increased yearly**, even as most state-employee associations slowly leak membership due to recruiting challenges in the telework era.

Simon said that part of the reason for the jump in membership is managerial turnover. For several years, **PEGC has focused on educating rank and file members** about the benefits of maintaining their membership when they promote into management. So, as a wave of supervisors and managers take their pensions, the **employees who replace them are leaving the rank and file – and remaining PEGC members**.

"One of the things I always tell people is that **supervisors have the highest number of grievances** filed against them, but **only members have PEGC representation**," Simon said. "So, if you don't have that support, you're on your own. You're in a vulnerable position without access to the knowledge and experience of our labor consultants and attorneys. That's not a good place to be."

Looking at the last year, Simon said he is **proud of the Meet and Confer Team's effective work** to convince CalHR that enhancements bargained by the rank and file should apply to supervisors and managers as well. Among them: a **3% general salary increase**, an **annual increase to \$250** for dues paid to one or

more job-related professional societies or organizations, **an increase in the footwear reimbursement**, continued **telework options**, and long overdue **increases to the Meal and Short-Term Lodging Expense Rates** that kicked in January 1.

"That last one was **super important to our construction folks** because they travel so much," Simon said. "The low reimbursement rates were really affecting the state's ability to recruit and retain staffing for those jobs."

Looking ahead to this year, Simon said he wants to **continue outreach efforts to supervisors and managers** at the section level. He enjoys speaking during supervisory meetings and quarterly and annual get-togethers, and the experience has renewed his appreciation for PEGC's professional diversity.

"I like to do **my own research, find out about the composition of sections I visit, their employing agencies**, that sort of thing. And when I visit, I emphasize to sections that **PEGC Corporate leaders are available and willing to come and help**," he said. "Sections whose members mostly work for at-large agencies need to hear about their unique concerns. I want to **make sure they know they're heard** and encourage them to **communicate with us**."

Simon also wants to advance a **spirit of mentoring** among supervisory members so that **institutional talent and**

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knowledge are passed along, especially as the State and PEGC are in a generational transition.

"PEGC has 17 sections statewide. Did you know **six or seven of our section Vice Presidents Supervisory are new?** That means more than a third of them may not have been in that role before," Simon said. "We're especially

committed to reaching out to them. And we're reaching out to folks who left the position to **encourage them to stay involved** and help the new vice presidents."

Other items on Simon's 2024 agenda include adding more schools to the **Promoting Readiness for Engineering Professions (PREP)** program, encouraging **leadership**

succession planning, and **promoting provisions in the Unit 9 Memorandum of Understanding (MOU)** and state programs that assist professional growth.

Of course, Simon and the Meet and Confer Team will **monitor bargaining between the Newsom Administration and the rank and file** over telework stipends. The

governor said he wants to end the program due to the State's budget deficit.

"I'm interested to see what, if anything, they will give us in exchange," Simon said. **"I'm curious how PEGC and the other unions will navigate that proposal** and how it will impact supervisors and managers in the end."

THE LAW THAT ALLOWS SUPERVISORS AND MANAGERS TO BE PEGC MEMBERS

Generally, **supervisors and managers in the private sector** aren't represented by an employee organization. **They don't enjoy the strength** that comes from **solidarity** with others performing the same jobs. But **California State supervisors and managers attached to Unit 9 can join PEGC**. In fact, nearly two-thirds have.

It wasn't always that way.

In July 1963, engineers from the **Division of Highways** (before it became Caltrans) met in their **District IV office basement in San Francisco** with the declared purpose "to **preserve, foster, and maintain the identity and stature** of the professional engineer in state

service." **Many of the founders were supervisors and managers.**

They created PEGC as an **independent organization** to represent **all state engineers** in management and the rank and file to **marshal the collective effort required to address their common concerns**.

In **1977**, then-Governor **Jerry Brown** signed legislation that provided **collective bargaining** rights to rank and file state employees. Thirteen years later, **with PEGC's strong support**, the State Legislature passed the **Excluded Employees Bill of Rights**, ensuring that **state supervisors and managers had a right to join**

organizations representing them in their "employment relationship with the state."

Since then, PEGC has **negotiated salary and benefits** for supervisors and managers with the Governor's Administration through the **Meet and Confer process**. Those talks have resulted in **many benefits seniors receive mirroring those won for Unit 9 rank and file members through collective bargaining**. Other terms are exclusive to supervisory and managerial Unit 9 employees.

Here are just some of the benefits provided to Unit 9 supervisors and managers over the years:

- **Salaries** for supervisors and managers have **increased more than 103% over the last 18 years.**
- **Longevity pay differential** starting at **2% at 17 years** up to **5.5% at 20 years.**
- **Pay Differential 421** 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. The differential must be initiated by the department and supported by the administration.
- **Family Care Leave Benefits** that are similar to paid family leave but provided at no cost.
- **Consolidated Benefits** (or "CoBen"), the allowance to pay for health and dental, are generally considered the best in state.
- 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.

SUPERVISORS AND MANAGERS RETURNING TO IN-PERSON PECG SECTION MEETINGS

As we roll into 2024, supervisors and managers can anticipate more in-person PECG get-togethers as part of an ongoing and important shift among PECG's 17 sections statewide.

With workplaces continuing to emerge from the pandemic, local leaders are seizing the opportunity to host more

face-to-face meetings and social events to explain the many benefits of PECG membership to new and long-time Unit 9 employees, including management.

PECG's strength has always come from grassroots organization that builds solidarity. Section leaders routinely ran locally driven events to inform, recruit, and

retain members. Then COVID closed state workplaces in 2020 and forced PECG section meetings to migrate online. The change tamped down the sense of personal commitment to community that animated PECG since its inception and created challenges to recruiting.

When state buildings reopened in late 2022, PECG's

Corporate leaders allocated funds and staffing to restart sections' in-person events and re-energize member recruiting and retention. Last year, PECG held live events from Eureka to San Diego and the Bay Area to Lake Tahoe. The meetings are popular with members, and more are planned for this year. Watch for PECG emails with more information.



PECG supervisors and managers meet and greet at in-person events in the Sacramento (left) and Golden Gate Sections (pictured above).

PECG'S MEET AND CONFER TEAM

PECG's Meet and Confer Team is chaired by **Vice President Supervisory Brian Simon**. Other team members include **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



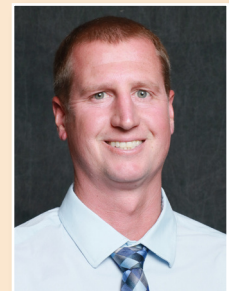
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The Law That Allows Supervisors and Managers to be PECG Members

Supervisors and Managers Returning to In-Person PECG Section Meetings

PECG's Meet and Confer Team

PECG Again Sets New Managerial Membership Record – Help Keep Streak Alive!

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PECG AGAIN SETS NEW MANAGERIAL MEMBERSHIP RECORD – HELP KEEP STREAK ALIVE!

The percentage of **Unit 9 supervisors and managers** who are PECG members in 2023 broke the previous year's record, evidence of successful efforts to promote the benefits of membership among rank and file employees who promote and supervisors and managers new to state service.

Some **2,062 of 3,265** supervisors and managers in the unit, or **63%**, were **PECG members at the end of last year**. That's **up from 61%** in 2022.

Supervisors and managers for many years have been the most difficult to recruit and retain, since many have been **incorrectly told or erroneously think** they cannot belong to an employee organization or enjoy representation rights.

You can keep the record-breaking recruiting streak alive in 2024. PECG's membership recruitment campaign **rewards PECG members** who recruit new members by paying **\$200 per supervisor/manager sign up and \$50 per rank and file signup**. Members named in the **"RECRUITED BY"** field of the online application form at <https://pecg.org/join-pecg/> are eligible for the reward.

PECG Supervisor & Manager Membership: Just Super!

Year	S/M Membership	S/M Unit Total	Percentage
2023	2,062	3,265	63%
2022	1,901	3,098	61%
2021	1,799	3,013	60%
2020	1,664	2,933	57%