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SUPER INFORMER

FOR SUPERVISORS & MANAGERS
 Professional Engineers in California Government

Professional Engineers in California Government

January 2020

SUPERVISORS AND MANAGERS HAVE ALWAYS BEEN AN INSTRUMENTAL PART OF PECG

The story of just how **PECG came to represent state engineers and related professionals (Unit 9)** has been told many times – most recently in this month’s regular *Informer*. 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. They were **united by their frustration** with the outsourcing of their work and lagging pay and benefits.

At that meeting, they adopted a **written declaration of PECG’s purpose**: *“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.”* In 1981, after California state employees were granted collective bargaining rights, **PECG was elected the exclusive representative** of Unit 9 rank and file employees and, later, became the **verified representative of Unit 9** supervisors and managers.

What is not often told about 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 create a new, independent organization in which members make decisions entirely dependent on what is best for state engineers and related professionals.

MANY OF PECG’S FOUNDERS... WERE SUPERVISORS AND MANAGERS

To their great credit, 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.

That is why PECG, unlike most other state bargaining units, continues 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:



- **Salary increases of more than 85% over the last 14 years**, including the same general pay increases provided by PEGG's 2018- 20 Memorandum of Understanding (MOU).
- 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.
- **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 **PEGG's dedication to supervisors and managers** from the organization's founding through today. In turn, nearly **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/join-pegg/. It requires less than two minutes to complete, but the benefits of membership will be there throughout their career and into retirement.

THE NEW FAMILY CARE LEAVE PROGRAM - FAQs

With **PEGG's support**, the state last year implemented a new Family Care Leave (FCL) benefit for supervisors and managers. 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 STEVE LEE PECG VICE PRESIDENT, SUPERVISORY AND PECG'S MEET AND CONFER TEAM

Steve Lee is PECG's Vice President, Supervisory and as such chairs the PECG Meet and Confer Team. Ask him why supervisors and managers like him need to be PECG members, and he'll start with a story.

"A few years back, Caltrans was reorganizing. So they wanted to move a bunch of Senior Engineers from Orange County to Sacramento," he recalled recently.

"The department gave the required 30-day notice and expected that about a dozen supervisors would do it, no problem. Caltrans just didn't think about the disruptions to people's lives," Lee said, "pulling their kids out of school, leaving their churches, uprooting them from their communities."

It's the kind of thing that Lee, a Senior Transportation Engineer (Supervisory) who oversees a Caltrans unit that awards contracts, has seen all too often as a long-time member of the Meet and Confer Team. Lee brings nearly 30 years of Caltrans experience to his role, having started in bridge design after graduating from UC Davis in 1990. He promoted into management 17 years ago.

Other Meet and Confer Team members include: **Stefan Cajina** (Supervising Sanitary Engineer – SWRCB), **Refugio Dominguez** and **Mili Lim Stamation** (both Senior Transportation Engineers at Caltrans), **Jerry Haddox** (Senior Telecommunications Engineer – CalOES), and **Joe Mello** (Senior Engineering Geologist with the SWRCB).

As a state-recognized representative of Unit 9, the Team meets with CalHR and various departments to discuss member concerns and press for improving the pay, benefits, and

working conditions of supervisors and managers in PECG. This often means working to ensure that supervisors and managers receive the same pay and benefits provided to rank and file members, per the PECG MOU. The Team has been successful in extending all of the bargained raises, including the experience and geographic differentials, that were part of PECG's 2018-20 MOU.

The Meet and Confer Team also concerns itself with many workplace issues, so when the Orange County-to-Sacramento plan surfaced, they got involved.

"We asked Caltrans, 'Why can't you find other jobs for these folks in other divisions, so they don't have to move?'" Lee said. "And you know what? Eventually, Caltrans found positions for almost all of them. Without PECG getting involved, that would not have happened."

The Meet and Confer Team has influence because PECG enjoys strong support among supervisors and managers. Nearly 6 in 10 are members. "When the Team speaks, the state pays attention," Lee said.

That doesn't mean PECG can rest on its laurels. "We're working on a culture change," Lee said, by educating supervisors and managers – and rank and file members about to promote – that PECG represents them and that their membership is important to their pay and benefits.

"It's important for supervisors and managers to understand we're there for them," he said. "They have a voice."



Steve Lee,
Vice President
Supervisory



Stefan Cajina



Refugio Dominguez



Mili Lim Stamation



Jerry Haddox



Joe Mello

SUPERVISORS AND MANAGERS PECG WANTS TO HEAR FROM YOU!

Later this month, PECG will send an email to member supervisors and managers with a link to **PECG's Supervisors and Managers Pay and Benefit 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 PECG 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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PECG MEMBERSHIP REACHES ALL-TIME HIGH!



PECG is pleased to report that **10,871 supervisors, managers, and rank and file employees in Unit 9 were PECG members at the end of 2019**, a record for the organization! We reached that all-time high because PECG leaders and members spread the word that **PECG delivers competitive pay, pension protection, the best health care reimbursement rates, and job protection from outsourcing.**

Of course, membership recruitment efforts will and must continue in 2020. **PECG's strength comes from our 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-members to please consider joining PECG** in 2020. It takes less than two minutes to fill out the online application at pecg.org/join-pecg. Thank you for your membership.

MEMBERSHIP APPLICATION
Professional Engineers in California Government

NAME

HOME ADDRESS

CITY STATE ZIP TELEPHONE

EMAIL ADDRESS

RECRUITED BY (only if applicable):

I hereby apply for membership in Professional Engineers in California Government (PECG) and designate PECG as my exclusive representative for all matters relating to wages, hours and other terms and conditions of employment and for all other purposes provided by law.

I authorize the State Controller to deduct from my salary and transmit as designated an amount for membership dues and any benefit program for which I have applied which is sponsored by PECG. This authorization will remain in effect until cancelled by myself or by PECG subject to the provisions of any applicable Memorandum of Understanding. I understand that termination of membership will cancel all deductions made under this authorization.

Signature Date