



SUPER INFORMER

FOR SUPERVISORS & MANAGERS

Professional Engineers in California Government

November 2018

PECG AND CALIFORNIANS AGREED: NO ON PROP. 6

The **defeat of Proposition 6** (which would have repealed SB 1) on Election Day is a **victory for PECG members and all Californians**. With 55% rejecting the measure, voters made clear they value the \$5.2 billion annually that SB 1 dedicates for the repair and maintenance of state highways and bridges and local streets and roads. The funds will make our **roads safer, create thousands of jobs, and provide the transportation infrastructure** needed to support and expand California's economy, the fifth-largest in the world.

Voters also agreed with PECG's support position on Proposition 4, the Children's Hospital bond, but rejected PECG-recommended Proposition 3 which would have authorized nearly \$9 billion in bonds for water infrastructure projects.

Gavin Newsom and dozens of other PECG-endorsed statewide and legislative candidates also prevailed on Election Day. **Newsom will be sworn in as California's 40th governor in January.**



Please visit the PECG website for a complete report on PECG's general election recommendations. PECG endorses candidates and statewide ballot measures **based solely on the best interests of state engineers and related professionals** and their pay, pensions, health care benefits and job security.

PECG MOU EXTENDED TO SUPERVISORS & MANAGERS

Thanks to PECG's advocacy, CalHR officially announced that the improved economic provisions, benefits and back pay provided in the new Unit 9 MOU for rank and file employees will be extended to Unit 9 supervisors and managers.

That means supervisors and managers will receive a **4.5% pay raise**, retroactive to July 1, 2018, as required in the MOU.

Supervisors and managers also qualify for **state experience compensation**, a first for non-safety state employees. As of July 1, 2018, all Unit 9 employees with more than 20 years of state service will receive additional compensation equal to 2% of their base salary. **State experience compensation is pensionable.**

PECG DELIVERS FOR SUPERVISORS AND MANAGERS:

- 4.5% Pay Raise
- State Experience Compensation
- \$250 Geographic Pay Differential
- Increased Annual R&R Pay
- Increased Uniform Allowance

The state will also provide a **\$250 geographic pay differential** to all Unit 9 employees – management and rank and file – whose worksite is in one of five Bay Area counties: Alameda, Marin, Santa Clara, San Francisco, or San Mateo. The "geopay" is also retroactive to July 1 of this year, but it is not pensionable.

PECG MOU Continued on Page 3...

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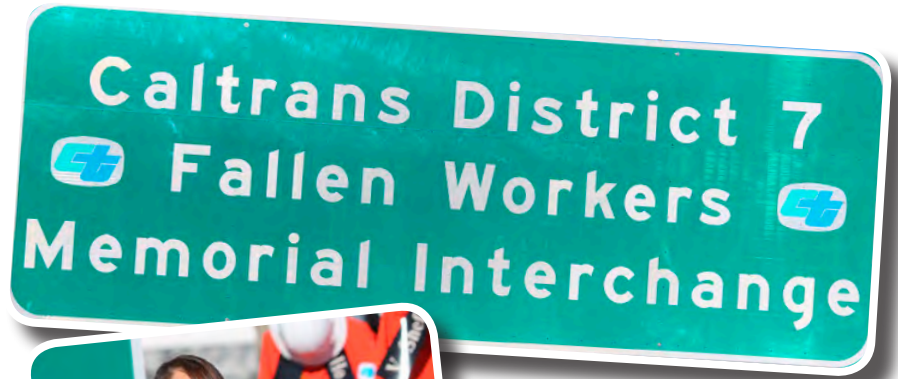
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PECG PRESIDENT HONORS CALTRANS FALLEN WORKERS

PECG President Cathrina Barros recently spoke at the **dedication of a Caltrans District 7 interchange for 32 Caltrans employees** who have died in the line of duty. PECG-supported legislation, ACR 263, was unanimously approved in August and named the interchange at Interstate 210 and Interstate 5 in Sylmar, **“The Caltrans District 7 Fallen Workers Memorial Interchange.”** The November 1 dedication event held near the interchange included remarks from Caltrans Chief Deputy Director Ryan Chamberlain, District 7 Director John Bulinski, Assemblymember Luz Rivas representing California’s 39th Assembly District, and Los Angeles City Councilwoman Monica Rodriguez. The text of President Barros’ speech is below:



PECG President Cathrina Barros delivers her speech at the Caltrans District 7 Fallen Workers Memorial Interchange.

PECG PRESIDENT BARROS’ REMARKS:

Good morning. My name is Cathrina Barros. I am the President of the Professional Engineers in California Government. PECG represents 13,000 state engineers and related professionals in state service – including a great many who work at Caltrans.

I’m honored to be here this morning to remember those who paid the ultimate price in service to our state.

On July 25, 1926, Thomas Gilbride and Jose Dominguez died while setting dynamite for a state highway project near Oxnard. The local newspaper reported their deaths the next day under the front-page headline, “Highway Commission Mourns 2 Employees.”

There have been many tears for Thomas and Jose and the other 30 Caltrans District 7 employees who have fallen in the line of duty since then: Resident engineers, explosives experts and heavy-equipment operators. The construction inspectors and land surveyors. Maintenance supervisors. Landscapers. Electricians. The workers who fill potholes, clear brush, and pick up trash.

When you work on California’s roads, your office is a freeway shoulder. Your desk is the hood of a truck. Orange cones mark your reserved employee parking. Air conditioning is whatever safe place you can find in the shade.

Training, experience and vigilance reduce danger – but never eliminate it.

Everyone we remember today left home knowing their work involved risk. They perished in landslides, from electrocutions and equipment mishaps. Most died at the hands of someone behind the wheel. Caltrans’ grim statistics tell us that in those instances, the driver was probably driving too fast, maybe impaired by alcohol or drugs, or distracted from the road for just a second – just long enough for a life to end and for other lives to be changed forever.

And so we pause. We recall 32 souls who paid the ultimate price. We dedicate The Caltrans District 7 Fallen Workers Memorial Interchange to commemorate their brave service to Caltrans and to all Californians.

Thank you.

“We recall 32 souls who paid the ultimate price. We dedicate The Caltrans District 7 Fallen Workers Memorial Interchange...”

Other PECG MOU financial enhancements provided for supervisors and managers include a \$700 annual uniform reimbursement for employees at the Department of Parks and Recreation (up from \$350) and Cal FIRE (up from \$380), and **an increase to annual recruitment and retention pay** from \$2,400 to \$2,600 for Unit 9 employees at Avenal, Ironwood, Calipatria, Centinela, and Chuckawalla Valley State Prisons. **The MOU expands the program** to include employees at Pelican Bay, California Correctional Center, and High Desert State Prisons. Again, the new provisions are retroactive to July 1, 2018.

Contrary to the original projected timeline, CalHR now says that all of the economic benefits provided

by the new PECG MOU will likely appear in the December pay warrant that all Unit 9 management and rank and file employees will receive in January. Separate checks providing back pay from July 1, 2018 for the Unit 9 raise, state experience pay, geographic differentials, and other MOU economic benefits, as applicable, are expected in December.

This MOU – and the extension of its provisions to supervisors and managers – is the product of the united strength and collective effort of nearly 11,000 PECG members working together to deliver competitive pay, protect pensions and health care benefits, and ensure engineering and related jobs are protected from outsourcing. Thank you for your membership and support.

NEW PAID FAMILY LEAVE OPTION FOR SUPERVISORS IN 2019

Governor Brown recently announced plans to **expand the State's Paid Family Leave** benefits program to California's 40,000 **state supervisors and managers**, including those in Unit 9, by July 1, 2019.

Under the plan, supervisors and managers who elect to receive Annual Leave (instead of vacation and sick leave) can take up to **six weeks Paid Family Leave** and receive up to **50% of their average weekly salary**. This can be supplemented with available leave credits to provide up to 100% income replacement.

This new benefit will allow employees to take leave to care not just for their own health, but for a newborn, a recently adopted child, or a seriously ill family member. PECG expects to receive more details from CalHR in the coming months.



PECG POCKET CALENDAR REQUEST YOURS TODAY!

Many PECG members love the pocket calendar and look forward to its arrival each December. Other PECG members find the pocket calendar unnecessary and would prefer not to receive it. To accommodate both groups, this year **PECG is providing a pocket calendar to all those who request one**. Please email pecg@pecg.org or call the PECG office at (916) 446-0400 to request your pocket calendar.

The pocket calendars will be mailed out, along with the 2019 PECG membership cards, in December.



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RETURN SERVICE REQUESTED



STRENGTHEN PECG, RECRUIT COLLEAGUES, EARN REWARDS

There is simply **no good reason not to be a PECG member**. Over the last 13 years, PECG has effectively advocated on behalf of Unit 9 supervisors and managers, resulting in **salary increases of up to 80%**, plus other benefits, that has made **Unit 9 compensation and benefits among the best in state service**. These victories and countless more have been accomplished because PECG leaders and members know from years of experience that **we are stronger when we work together** and speak with one voice.

PECG offers cash rewards for recruiting new members: **\$200 for each Unit 9 supervisor or manager** and **\$50 per rank and file** employee who joins. Please **encourage your colleagues to join PECG** today by visiting <http://pecg.org/join/>.

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Supervisors and Managers Updates

PECG is happy to report that CalHR (representing the State) has officially confirmed that all of the provisions of PECG's new MOU will be provided to all rank and file and supervisory and managerial employees in Unit 9.

It is an undeniable truth – PECG has delivered unparalleled victories on behalf of Unit 9 supervisors and managers like you. Thanks to PECG, Unit 9 supervisors and managers have seen:

- Salaries go up by up to 80% in the last 13 years, by far the largest increase in state service.
- CalPERS pensions have been protected.
- Our health care CoBen benefits are the highest in state service.
- Our jobs have been protected from outsourcing.

This level of success didn't happen by accident. It is the result of the united strength and collective effort of 10,000 PECG members, including over 1,300 supervisors and managers, working together to achieve our shared goals.