

HUMAN RESOURCES BRANCH NEWSLETTER

Supervisors & Managers/December 2018

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LABOR HIGHLIGHTS 2018

JANUS DECISION - On a national scale, the Supreme Court's ruling on Janus vs. ASCFME will allow public sector employees to completely withdraw from the union organizations that represent them. As supervisors and managers, you are not to encourage, voice an opinion pro or con, or provide advice on what our rank and file staff should do. Simply inform them to contact their union organization if they choose to withdraw.

PECG & CAPS BARGAINING - On a State level, Bargaining Units 9, PECG (Engineers), and 10, CAPS (Scientists), came to agreements on their MOU/contracts. Here are a few highlights of the CAPS contract:

1. a 5% General Salary Increase (GSI) effective July 1, 2019 and July 1, 2020;
2. Educational Pay Differential for classifications that require possession of a master's or doctoral degree as a condition of employment, 2% for a master's and 3% for doctoral degree;
3. Diving Pay Differential of \$25 per hour for all payable hours of the day of a dive;
4. Uniform Replacement Allowance increased to \$670 from \$450;
5. and Safety Footwear increase the biennial safety footwear reimbursement from \$200 to \$275. CAP's contract is effective July 1, 2018 through July 1, 2020.

PECG's agreement is effective July 1, 2018 through June 30, 2020. A few highlights of their contract:

1. a 4.5 GSI increase effective July 1, 2018 and 4% effective July 1, 2019;
2. Longevity Pay Differentials for employees with 20 or more years of state service;
3. and Geographic Pay Differential for employees whose worksite is located in Alameda, Marin, Santa Clara, San Francisco, or San Mateo.

For additional [information](#) and [access](#) to all contracts, please visit [CalHR's labor webpage](#).

UPCOMING BARGAINING 2019 - In 2019, CalHR Labor will begin negotiations with Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, 21 (SEIU), 2 (CASE), and 7 (CSLEA). CalHR Labor is requesting input from departments on current contract language that may need to be amended or issues that departments want addressed in successor agreements. Departments must submit their proposals and supporting information by Friday, December 29, 2018.

Please keep an eye out for an email from CDFW Labor providing you with the Collective Bargaining Proposal Identification form and requesting your input.

CDFW LABOR HIGHLIGHTS - On a department level, the CDFW implemented the new Anti-Nepotism policy. SEIU, IUOE, and ACSS requested to meet and confer and passed proposals that CDFW considered to incorporate into the policy.

In addition, SB 941 was passed and enacted January 1, 2018, requiring that all operators of a motorized vessel will be required to have a CA Boater Card. As you may be aware, our department has many motorized vessels in which our employees who operate these vessels will be required to obtain a CA Boater Card

ACCESS - Your Labor Office will continue working closely with you and the unions to schedule Access meetings and visits at CDFW work sites.

Contacts

If you have any labor related question, please do not hesitate to contact Joseph Santos, Labor Relations Analyst, at 916-654-5090 or Carlos Mora, Labor Relations Officer, at 916-653-1033.

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