



Time Off – How Does That Work?

The new Unit 9 MOU contains provisions for the new Personal Leave Program and Professional Leave. The following describes various paid leave available to Unit 9 employees, effective April 1. Be sure to look to the Unit 9 MOU, as MOUs for other units are different both in the amount of leave available and the procedure for requesting use of it. PECG members and fee payers will be provided with a new printed copy of the MOU. In the meantime, go to the PECG website if you wish to look at the exact wording.

Vacation (MOU Section 5.4) is earned at seven to fourteen hours per month, depending on years of service. It is taken upon the employee's request and can only be denied based on an operational need. It may be used in 15 minute increments. Unused vacation is carried over from year to year. Management can only order you to take vacation if you exceed the year-end accumulation cap of 640 hours.

Sick leave is earned at eight hours per month (Section 5.1). The basis for using sick leave (illness, injury, medical examination, etc.) is listed in the MOU. Up to eight days per year may be used for attendance for an ill or injured listed relative. A doctor's certificate may only be required for an absence of more than two consecutive work days or good cause.



There are eleven **holidays** per year (Section 9.1). The MOU lists them and other details, such as what happens if the holiday falls on a weekend or other day off and the compensation if you work on the holiday.

An employee is entitled to one **personal holiday** each fiscal year (Section 9.1.C) which is credited on July 1. Like vacation, it is taken upon request by the employee and may be denied for operational needs.



Personal leave is new this year. An employee is credited with eight hours of personal leave, beginning on the first day of each pay period from April 2011 to March 2012. It is requested and used in the same manner as vacation. It has no cash value but can be accumulated and carried over, as long as it is used prior to separation from state service. DPA tells us the code for charging it is PL/11.

Another new item is **Professional leave**. Employees earn two days per fiscal year, including the current fiscal year which ends on June 30. It is requested and approved in the same manner as vacation and may not be carried over from year to year. The code is PT.



Overtime (Section 8.1) may be compensated in cash or **compensating time off (CTO)** at time and a half. Cash or CTO is selected at management's discretion, but the employee's preference will be considered. Overtime is time worked in excess of forty hours per week. Paid leave does not count as hours worked. Employees may accumulate up to 240 hours of CTO; amounts above that will be cashed out.

The MOU (Article 5) also contains provisions for bereavement leave, catastrophic leave, adoption leave, parental leave, jury duty/subpoena, industrial disability leave, mentoring leave, and for those who choose to enroll, annual leave (in lieu of vacation or sick leave).

An employee who chooses to serve as a member of Precinct Election Board (Section 5.13) may be granted time off. An employee who takes a listed **licensing exam** (Section 3.3) during the workday is authorized paid release time. If the exam is taken during a normal day off and the employee is successful (passes the exam), eight hours of CTO is credited.

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PECG Urges State Inspectors for School Construction

In 1933, the Long Beach earthquake destroyed hundreds of school buildings as well as other structures. Fortunately, it occurred during non-school hours, but the Legislature got the message. Within a month a new law, called the Field Act, was passed and implemented. It provides that the Division of the State Architect (DSA) is responsible for seismic and other safety standards for all school construction in California.

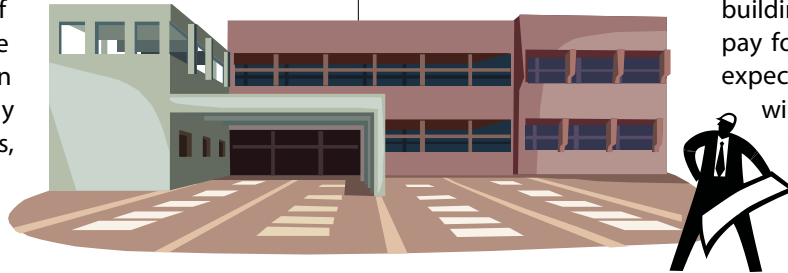
DSA uses Structural Engineers, Fire and Life Safety Officers, and Architects to check the design plans and oversee the construction of school buildings. However, the actual onsite inspection is performed by private inspectors hired by the school districts. In recent years, Governors have reduced the DSA staff and diverted money for inspections to other purposes.

An organization called California Watch conducted in-depth research over the last 18 months and issued a report in early April which was published in several California newspapers. The report found numerous instances of unqualified or missing inspectors, faulty and defective construction, and safety defects.

An alarming picture emerged of many school buildings which are no longer being constructed in a manner which will adequately protect school children, teachers, and others from an earthquake.

The major issue appears to be a system which allows a school district to hire private inspectors for building construction, while the state tries to perform an oversight role with inadequate staff to ensure that the work is done properly. There have been several reports of private inspectors who are pressured by school districts to overlook or approve construction defects which fail to comply with the plans and specifications because the districts don't want to take the time and spend the money to have the work done properly. In some cases, a district-hired inspector is removed from the project if defects are discovered, to be replaced by someone more compliant, and the inspector is not hired again for other projects. On other occasions, the district simply overrules the inspector. Thus, while the Field Act places responsibility for safe school construction with DSA, the actual practice allows school districts to undermine the state's role.

PECG is seeking to sponsor legislation which will remedy the problem by requiring state inspectors at DSA to inspect all school construction projects in the future. The inspection costs would be reimbursed by school districts out of their building funds, which currently pay for private inspectors. It is expected that PECG's proposal will receive strong opposition from school districts and the private inspectors who wish to continue the current practice.



PECG MOU Bill on the Move

When DPA and your PECG Bargaining Team reached agreement on a new Memorandum of Understanding (MOU) or contract for Unit 9, ratification of that MOU involves two steps. First, the PECG membership votes to approve or reject it. That step was achieved when the membership voted 93% to 7% to ratify the new contract.

The other step in the process is legislative approval. This is achieved in the form of a bill that must be approved by both Houses of the Legislature and then sent to the Governor for his signature.

Senate Bill 151 is the vehicle for obtaining legislative approval of the MOUs for six State Bargaining Units, including Unit 9. That bill was approved by the Senate Public Employment and Retirement Committee on a straight party vote, with Democrats voting yes and Republicans voting no. In the coming days or weeks, it must receive approval from several other committees as well as the full Senate and Assembly. Anticipating that that approval will occur, DPA has ended the furloughs and implemented other provisions of the MOU, effective April 1.





PECG Congratulates DWR Annual Award Winners



The California Department of Water Resources (DWR) recently honored a number of DWR department employees who have made exceptional contributions to the Department and to the State.

PECG congratulates the following PECG members, all in the the Capitol Section, who were among those who received awards at DWR's February 15, 2011 ceremony in Sacramento.

Keith Swanson, Principal Engineer, Flood Management
Management Excellence Award

Cameron Poya, Mechanical Engineer, Engineering
Outstanding Professional & Sustained Superior Accomplishment Award

Chris Scobba, Senior Engineer, Integrated Regional Water Management
Outstanding Professional & Sustained Superior Accomplishment Award

Anthony Boardingham, Senior Control Engineer, Operations and Maintenance
Outstanding Technical & Sustained Superior Team Accomplishment Award

Dan Hester, Supervising Control Engineer, Operations and Maintenance
Outstanding Technical & Sustained Superior Team Accomplishment Award

Joel Ledesma, Principal Hydroelectric Power Utility Engineer, Operations and Maintenance
Outstanding Technical & Sustained Superior Team Accomplishment Award

Deborah Lewis-Barbour, Senior Telecom Engineer, Operations and Maintenance
Outstanding Technical & Sustained Superior Team Accomplishment Award

David Rizzardo, Supervising Engineer, Operations and Maintenance
Outstanding Technical & Sustained Superior Team Accomplishment Award



PECG's Proposed New MOU



The new Memorandum of Understanding (MOU) for Unit 9 was **overwhelmingly approved** by the PECG membership on April 8, with 93.4% voting yes and 6.6% voting no.

The Legislature must also adopt the MOU. The vehicle for doing so is Senate Bill 151, which also includes the MOUs for the other five Bargaining Units which reached agreement with the Governor in the last month. As currently written, the Bill will require a two-thirds approval in each House of the Legislature.

MOU Ratification Master Tally - April 8, 2011

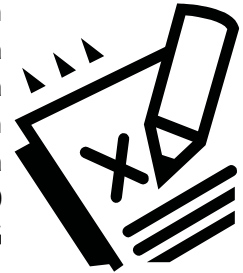
Section	Yes	No	Total
Bay Area	646	18	664
Bishop	13	3	16
Capitol	258	30	288
Eureka	72	5	77
Fort Sutter	400	25	425
Fresno	242	25	267
Golden Gate	142	15	157
Inland Empire	284	14	298
Los Angeles	813	52	865
Marysville	192	13	205
Orange County	237	6	243
Redding	120	4	124
River City	160	21	181
Sacramento	594	61	655
San Diego	193	19	212
San Luis Obispo	137	11	148
Stockton	143	7	150
TOTAL	4646	329	4975
Percentage	93.4	6.6	100

Vote for David Miller for the CALPERS Board



On April 21, CalPERS will mail ballots to all employees and retirees for an election to fill a vacant member-at-large position on the CalPERS Board of Administration. PEGC enthusiastically endorses David Miller.

Of the eight candidates running for the position, David is the only one who is a State employee. He is the former President of the California Association of Professional Scientists (CAPS) which represents State Bargaining Unit 10. David holds a Bachelor of Science degree in biochemistry and a Masters degree in business administration with an emphasis on international finance. He has been a strong advocate for State employees for the past 20 years and was unanimously endorsed by the PEGC Board of Directors.

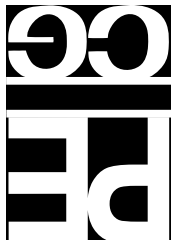


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