

CHAPTER 4
EMPLOYEE ORGANIZATIONS
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CHAPTER 4

EMPLOYEE ORGANIZATIONS

1. EXCLUSIVE REPRESENTATION FOR REPRESENTED EMPLOYEES.

a. The Ralph C. Dills Act. Rules governing state employee organizations for represented employees are found in the Ralph C. Dills (Dills) Act (Annex A of Chapter 2, History of California's Employee Relations Laws, of this manual).

b. Exclusive Representative. Under the Dills Act, the Public Employment Relations Board arranges for and supervises representational elections for each bargaining unit. The members of a bargaining unit may choose, by secret ballot, the employee organization that will become the exclusive representative for that unit. Once an employee organization is certified as an exclusive representative of an appropriate bargaining unit, only that employee organization and its designated representatives are authorized to represent constituent departmental employees with regard to wages, hours, and other terms and conditions of employment.

c. Bargaining Units. The state currently has 21 representational units which are generally segregated along occupational lines. Annex A lists the state's bargaining units. The Department employs represented employees in 12 of these 21 bargaining units. Following each bargaining unit listed below is the exclusive representative, as well as some common classifications within that unit. For a complete list of classifications within each bargaining unit, refer to Annex B of Chapter 2, History of California's Employee Relations Laws, of this manual.

(1) Unit 1 – Administrative, Financial, and Staff Services (Service Employees International Union). Staff Services Analyst, Associate Governmental Program Analyst, Business Services Assistant, and Officer and Programmer.

(2) Unit 2 – Attorneys and Hearing Officers (California Attorneys, Administrative Law Judges & Hearing Officers In State Employment). Attorneys.

(3) Unit 4 – Office and Allied (Service Employees International Union). Office Assistant, Office Technician, and Word Processing Technician.

(4) Unit 5 – Highway Patrol (California Association of Highway Patrolmen). Officer, California Highway Patrol (CHP) and Cadet, CHP.

(5) Unit 7 – Protective Services and Public Safety (California Statewide Law Enforcement Association). Public Safety Dispatcher, Motor Carrier Specialist, and School Pupil Transportation Safety Coordinator.

(6) Unit 9 – Professional Engineer (Professional Engineers in California Government). Automotive Equipment Standards Engineer.

(7) Unit 12 – Craft and Maintenance (International Union of Operating Engineers). Automotive Technician, Maintenance Worker, and Commercial Vehicle Inspection Specialist.

(8) Unit 13 – Stationary Engineer (International Union of Operating Engineers). Stationary Engineer.

(9) Unit 14 – Printing Trades (Service Employees International Union). Graphic Designer, Bookbinder, Digital Print Operator, and Sheetfed Offset Press Operator.

(10) Unit 15 – Custodial and Services (Service Employees International Union). Food Services Technician, Custodian, and Cook Specialist.

(11) Unit 16 – Physician, Dentist and Podiatrist (Union of American Physicians and Dentists). Physician and Surgeon.

(12) Unit 20 – Medical and Social Services Support (Service Employees International Union). Support Services Assistant (Interpreter).

d. Designated Representatives.

(1) The exclusive representative may designate representatives, consistent with the provisions of the contracts. The designated representatives act as agents of the exclusive representative on representational matters.

(2) The exclusive representative is responsible for informing the Department of its designated representatives and of any changes to these designations. Office of Employee Relations (OER) will advise the affected commands of an addition or deletion to the recognized representatives (Annex B). Office of Employee Relations will maintain a complete listing of designated representatives by bargaining unit which is available to management upon request.

(3) A recognized representative's right to represent shall be in accordance with their appropriate contract and within their area of primary responsibility.

(4) An employee who is acting as a representative on behalf of an exclusive representative is not working in their capacity as a state employee. They are on equal ground with supervisors and managers.

2. EXCLUDED EMPLOYEE ORGANIZATION.

- a. Rules. Rules governing state employee organizations for excluded employees are found in the Excluded Employees Bill of Rights (Chapter 2, History of California's Employee Relations Laws, Annex D).
- b. Definition. An excluded employee organization means an organization which includes excluded employees of the state and has as one of its primary purposes representing its members in employer-employee relations.
- c. Registration. An excluded employee organization shall submit an annual registration statement to California Department of Human Resources (CalHR) prior to formal recognition. Annex C lists all registered supervisory and excluded employee organizations.
- d. Designated Representative. If a recognized excluded employee organization designates a representative, the affected command will be notified by OER.
- e. Paid Staff. In the event a recognized excluded employee organization fails to appoint representatives from within the Department, paid staff of that organization may provide representation to an excluded employee.

3. BONA FIDE ASSOCIATIONS.

- a. Definition. A bona fide association is an organization of employees and former employees of the state, including affirmative action advocacy groups and professional organizations, that do not have as one of their purposes the representation of employees in their relations with the state. Annex D is a listing of currently registered bona fide associations.
- b. Rights of Bona Fide Associations. A bona fide association registered with CalHR shall be accorded fair and equitable treatment by the state employer. Reasonable access to work locations shall be provided to bona fide associations. An association representative shall not enter a work location without the consent of the commander.

4. QUESTIONS REGARDING STATUS OF ORGANIZATIONS. Questions regarding an organization claiming to represent departmental employees or the status of bona fide associations should be directed to OER.

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ANNEX A

BARGAINING UNITS WITHIN CALIFORNIA STATE SERVICE

Bargaining Unit	Union
1. Administrative, Financial and Staff Services	Service Employees International Union Local 1000
2. Attorney and Hearing Officer	Association of California State Attorneys and Hearing Officers
3. Institutional Education	Service Employees International Union Local 1000
4. Office and Allied	Service Employees International Union Local 1000
5. Highway Patrol	California Association of Highway Patrolmen
6. Corrections	California Correctional Peace Officers' Association
7. Protective Services and Public Safety	California Statewide Law Enforcement Association
8. Firefighter	California Department of Forestry Employees' Association
9. Professional Engineer	Professional Engineers in California Government
10. Professional Scientist	California Association of Professional Scientists
11. Engineering and Scientific Technician	Service Employees International Union Local 1000
12. Craft and Maintenance	International Union of Operating Engineers (AFL-CIO)
13. Stationary Engineer	International Union of Operating Engineers (AFL-CIO)
14. Printing Trades	Service Employees International Union Local 1000
15. Allied Services	Service Employees International Union Local 1000
16. Physician, Dentist, and Podiatrist	Union of American Physicians and Dentists
17. Registered Nurse	Service Employees International Union Local 1000
18. Psychiatric Technician	California Association of Psychiatric Technicians
19. Health and Social Services/Prof.	American Federation of State, County & Municipal Employees
20. Medical and Social Services Support	Service Employees International Union Local 1000
21. Educational Consultant, Library, and Maritime	Service Employees International Union Local 1000

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ANNEX B

NOTIFICATION OF DESIGNATED REPRESENTATIVE

State of California

Transportation Agency

Memorandum

Date: April 1, 2013
To: Indio Area
Attention: **Captain L. J. Quattlebaum**
From: DEPARTMENT OF CALIFORNIA HIGHWAY PATROL
Office of Employee Relations
File No.: 007.13070.A12064.Wp2013.SEIUrep2
Subject: DESIGNATED UNION/ASSOCIATION REPRESENTATIVE(S)

The Department has been notified of the following change(s) regarding the Union/Association Representative(s) for the following work site. Please take the necessary action to ensure this information is disseminated to all managers and supervisors within your command.

Area/Division: **Indio Area**

Job Steward (JS) Employee Representative:

Delete: **John L. Smith**

Union/Association: Service Employees International Union, Local 1000 (SEIU)

Bargaining Unit: 04

C. C. MADN, Assistant Chief
Commander

Safety, Service, and Security

CHP 51 (Rev. 08/2012) C/P1 016



An Internationally Accredited Agency

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ANNEX C

REGISTERED SUPERVISORY/EXCLUDED EMPLOYEE ORGANIZATIONS

Mr. Rocco Paternoster
Association of California State Supervisors
1108 O Street, Suite 317
Sacramento, CA 95814

Phone: (916) 326-4257
Fax: (916) 326-4364
E-mail: acss@calcsea.org

Mr. Steve Packwood, President
Association of Supervising Special Investigators
9148 Lakewood Drive
Windsor, CA 95492

Phone: (707) 542-1424
Fax: (707) 542-3413
E-mail: spackwood@dmv.ca.gov

Mr. David Dowty, Supervisory Director
California Association of Highway Patrolmen
2030 V Street
Sacramento, CA 95818-1730
Attn: Carrie Lane

Phone: (916) 870-7820
Fax: (916) 457-3398
E-mail: d.dowty@thecahp.org

E-mail: clane@thecahp.org

Mr. Larry Svetich
California Association of Managers and Supervisors
1401 21st Street, Suite 320
Sacramento, CA 95814

Phone: (916) 446-3291
Fax: (916) 853-2450
E-mail: lsvet@aol.org

Ms. Kristen Haynie, Consultant
California Association of Professional Scientists
455 Capitol Mall, Suite 501
Sacramento, CA 95814

Phone: (916) 441-2222
Fax: (916) 442-4182
E-mail: kristenh@capsscscientists.org

Ms. Antonette Young
California Attorneys, Administrative Law Judges, and
Hearing Officers in State Employment
1231 I Street, Suite 300
Sacramento, CA 95814

Phone: (916) 669-4200
Fax: (916) 669-4199
E-mail: ayoung@calattorneys.org

Mr. Steve Weiss
California Correctional Peace Officers Association
755 Riverpoint Drive, Suite 200
West Sacramento, CA 95605-1634

Phone: (916) 372-6060
Fax: (916) 340-2944
E-mail: steve.weiss@ccpoa.org

Ms. Pat Le Sage, Chief Operations and Financial Officer
California Correctional Supervisors Organization
1481 Ullrey Avenue
Escalon, CA 95320

Phone: 1-800-449-2940
Fax: (209) 838-6759
E-mail: patl@ccsonet.org

Contact Office of Employee Relations (OER) to confirm current contact and address.

ANNEX C

REGISTERED SUPERVISORY/EXCLUDED EMPLOYEE ORGANIZATIONS (continued)

Ms. Patricia Rhodes Legislative Counsel Bureau Supervisors' Organization 925 L Street, Suite 400 Sacramento, CA 95811 E-mail: patricia.rhodes@legislativecounsel.ca.gov	Phone: (916) 341-8097
Mr. Dennis De Anda, President California Fish and Game Warden Supervisors and Managers Association 1234 East Shaw Avenue Fresno, CA 93710	Phone: (559) 243-4005 ext. 125 Fax: (916) 358-4356 E-mail: jbaker@bfg.ca.gov
Rick Swan CDF Firefighters 1731 J Street, Suite 100 Sacramento, CA 95814	Phone: (916) 609-8700 Fax: (916) 609-8711 E-mail: rswan@cdf-firefighters.org
Ms. Susan Grossen, President Coalition of Communications Supervisors 3165 Gold Valley Drive Rancho Cordova, CA 95670	Phone: (916) 861-1333 Fax: (916) 861-1345 E-mail: sgrossen@chp.ca.gov
Mr. Larry Svetich, Representative Corrections Ancillary Staff Supervisors Organization 1401 21st Street, Suite 320 Sacramento, CA 95811	Phone: (916) 446-3291 Fax: (916) 446-3292 E-mail: lsvet@aol.com
Mr. Larry Svetich, Representative Department of Transportation Supervisors 1401 21 st Street, Suite 320 Sacramento, CA 95811	Phone: (916) 446-3291 Fax: (916) 446-3292 E-mail: lsvet@aol.com
Mr. Gary Ritz, President Motor Carrier Supervisor's Benefits Committee 2555 First Avenue Sacramento, CA 95811-2608	Phone: (916) 731-6350 Fax: (916) 227-0105 E-mail: gritz@chp.ca.gov
Mr. Cory Keaulana Motor Vehicle Managers and Supervisors Association 2230 L Street Sacramento, CA 95816	Phone: (916) 657-8003 Fax: (916) 446-3292 E-mail: ckeaulana@dmv.ca.gov

ANNEX C

REGISTERED SUPERVISORY/EXCLUDED EMPLOYEE ORGANIZATIONS (continued)

Mr. Gerald James
Professional Engineers in California State Government
455 Capitol Mall, Suite 501
Sacramento, CA 95814

Phone: (916) 446-0400
Fax: (916) 446-4894
E-mail: pecgstaf@cwo.com

Mr. Scott Elliott
State Park Peace Officers Association
P. O. BOX 9718
Truckee, CA 96162

Phone: (530) 575-8371
E-mail: selliott1160@att.net

Ms. Valerie Racho
Union of PERB Employees
700 North Central Avenue, Suite 200
Glendale, CA 91203

Phone: (818) 551-2805
E-mail: vracho@perb.ca.gov

Contact OER to confirm current contact and address.

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ANNEX D

BONA FIDE ASSOCIATIONS

Administrative Law Judges Association
Los Angeles Office of Appeals
1300 West Olympic Boulevard, 5th Floor
P. O. Box 15081
Los Angeles, CA 90015-0081

Asian/Pacific State Employees Association
P. O. Box 22909
Sacramento, CA 95822

Associated Chaplains in California State Service
Camarillo State Hospital & Development Center
P. O. Box A
Camarillo, CA 93011

Association of Black Correctional Workers
P. O. Box 30176
Stockton, CA 95213-0176

Association of California School Administrators
1517 L Street, Suite A
Sacramento, CA 95814

Black Advocates in State Service
1722 J Street, Suite 16
Sacramento, CA 95814

Blue-Collar Women Advocating Rightful Employment
P. O. Box 19088
Sacramento, CA 95819

Board of Equalization Compliance Association
P. O. Box 161853
Sacramento, CA 95816

CAFÉ de California, Inc.
1012 J Street
Sacramento, CA 95816

ANNEX D

BONA FIDE ASSOCIATIONS (*continued*)

California Association of Drivers License Examiners
801 Vine Street
Roseville, CA 95678

California Association of Educators
P. O. Box 367
La Habra, CA 90633

California Association of State Hearing Reporters
8772 Gallant Drive
Huntington Beach, CA 92646

California Chapter - International Association
of Personnel in Employment Security
3616 Comanche Way
North Highlands, CA 95660

California Fire Chiefs' Association
P. O. Box 38438
Sacramento, CA 95838-0438

California Judges Association
301 Howard Street, Suite 1040
Sacramento, CA 94102

California Pharmacists Association
1112 I Street, Suite 300
Sacramento, CA 95814

California Probation, Parole and
Correctional Association
211 Lathrop Way, Suite M
Sacramento, CA 95815-4242

California Society of Public Employees
11704 Wilshire Boulevard, #210
Los Angeles, CA 90025

ANNEX D

BONA FIDE ASSOCIATIONS (*continued*)

California State Communications Association
P. O. Box 265
Burson, CA 95225

California State Employed Firefighters Association
Deuel Vocational Institution
23500 Kasson
P. O. Box 400
Tracy, CA 95376-0400

California State Firemen's Association, Inc.
2701 K Street, Suite #1
Sacramento, CA 95816

California State Park Rangers Association
P. O. Box 28366
Sacramento, CA 95828-0366

Chicano Correctional Workers Association
P. O. Box 2126
Vacaville, CA 95696

Civil Service Employees Association of America
7185 Navajo Road, Suite C
San Diego, CA 92119

Conference of California Workers Compensation Judges
107 South Broadway, Room 4107, Department 7
Los Angeles, CA 90012

Correctional Training Facility Employees' Association
P. O. Box 1529
Gonzales, CA 93926

Deuel Employees Benefit Association
P. O. Box 400
Tracy, CA 95376

ANNEX D

BONA FIDE ASSOCIATIONS (*continued*)

Disabled in State Service, Inc.
P. O. Box 161526
Sacramento, CA 95816

Driver Improvement Association of California
P. O. Box 8067
Sacramento, CA 95818

Facilities Employees Benefit Association
1600 California Drive
P. O. Box 2000
Vacaville, CA 95696

Fire Districts Association of California
P. O. Box 38438
Sacramento, CA 95838-0438

International Brotherhood of Peace Officers (IBPO)
P. O. Box 3000-197
Chino, CA 91708

Kairon-Gnothi Club Inc.
2415 1st Avenue
Sacramento, CA 95818

Manpower Employees Association
1192 Woodworth Avenue
Yuba City, CA 95991

Mexican-American Correctional Association
42 Cedro Circle
Sacramento, CA 95833

State Employees League
P. O. Box 29779
Los Angeles, CA 90029

State Park Advocates for Gay and Lesbian Rights
P. O. Box 98
Lagunitas, CA 94938

ANNEX D

BONA FIDE ASSOCIATIONS (*continued*)

State Park Maintenance Supervisors Association of California
2017 N Street
Eureka, CA 95001

State Park Maintenance Workers Association
1138 Westlyn
Sacramento, CA 95822

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