

## 2022 September Quarterly Report – Q3

### Section Officers

*Aman Bains*  
**Director**

*Steven Johnson*  
**President**

*Lucy Cheadle*  
**President-Elect**

*Alexander “Lex” Mitchell*  
**VP Supervisory**

VACANT  
**VP Rank & File**

*Rebecca Neumann*  
**Secretary**

*Jeff Kessler*  
**Treasurer**

*Aman Bains*  
**Web-Coordinator**

### Your 2021-2022 PECG Fort Sutter Section Officers



FS Director  
 Aman Bains



FS President  
 Steven Johnson



FS President-Elect  
 Lucy Cheadle



FS VP Supervisory  
 Alexander “Lex” Mitchell



FS VP Rank & File  
 VACANT



FS Treasurer  
 Jeff Kessler



FS Secretary  
 Rebecca Neumann

If you have questions or suggestions regarding PECG, you can contact any of your elected officers pictured above or reach out to our section at [fspecg@gmail.com](mailto:fspecg@gmail.com).

### Who We Represent

The Fort Sutter Section represents PECG members from 18 Boards, Offices, and Departments (BDO). Currently, among rank & file, supervisors, and managers we have 880 members and 348 non-members.

The Fort Sutter Section BDO’s include the California Air Resources Board (563 members), California Highway Patrol (5 members), Department of Transportation (1 member), California Department of Corrections and Rehabilitation (35 members), Department of Consumer Affairs (17 members), Department of Resources Recycling and Recovery (24 members), Department of Developmental Services (2 members), Franchise Tax Board (1 member), Housing Finance Agency (3 members), Department of Industrial Relations (38 members), Department of Justice (1 member), Department of Motor Vehicles (6 members), California Environmental Protection Agency (3 members), Department of State Architect (2 members), Healthcare Access and Information (42 members), Department of Toxic Substance Control (106 members), and Department of Veteran Affairs (1 member). The more members we have, the more bargaining power we have, and the better provisions we can win in our contracts. We are only as strong as our membership!

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### Highlights

**Outgoing message from President Steven Johnson:** By the time this quarterly report is published, Fort Sutter will have had elections, a new Fort Sutter Board will be installed and I will have become your Fort Sutter Director on the PEGC Corporate Board of Directors. I just wanted to take this moment to thank the members of Fort Sutter Section for the honor of representing them for the 2021-2022 term. We have accomplished nearly all of the goals established at the beginning of this term. Some issues like membership recruitment will be a continuing effort into the next term and beyond. I plan to continue the efforts to represent Fort Sutter members to the PEGC Corporate Board and to share the unique perspectives found within our section. Wish me luck for the next term even as I wish Fort Sutter members good fortune for the future.

**Outgoing message from President-Elect Lucy Cheadle:** As current President-Elect of FS, the section bylaws state that I would become President when the new officers are sworn in this fall. However, this summer I started a new position as a manager at the California Air Resources Board (CARB), so I am no longer a rank and file employee. After discussions with some members, I came to the decision that since I was elected as a rank and file President-Elect, members should have an opportunity to vote for a President who is also rank and file, and not have a supervisor lead FS by default. I believe very strongly that our elected officers should be chosen by our members with full transparency, and I wanted members to have a chance to weigh in and choose a President who they think will best represent them.

I chose not to run for office this year because I will be adjusting to my new role at CARB and want to ensure I have the capacity to do that well and not neglect my FS duties. That being said, I am very passionate about the work we are doing as a section to address climate change, and I plan to continue to lead that work as a member. My hope is that if we are able to establish a climate change committee, that will be an avenue for more members to get involved and contribute to those efforts. I am happy to chat with members about my decision and future plans—please reach out anytime at [Lucy.Cheadle@arb.ca.gov](mailto:Lucy.Cheadle@arb.ca.gov).

**Fort Sutter Office Hours:** The FS office hours program was created to give members a chance to talk with a PEGC officer each week to ensure that concerns about union-relevant issues can be documented and better addressed by the union. This has been a highly successful endeavor, particularly in bringing forth issues/concerns from members related to telework policy and return-to-work requirements by departments. These concerns/issues have been shared with PEGC Corporate and the Bargaining Team. Fort Sutter plans to continue this program and will continue to share information with PEGC Corporate as issues/concerns arise. Expect FS office hours to resume in September 2022 as Fort Sutter enters into a new term of union representation for members. Please let us know if you have any suggestions for how we can improve our office hours program to make it more effective. See [our calendar](#) to find out when the next FS office hours will take place.

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**Climate Change Efforts:** FS has continued to engage with other sections throughout the state on the issue of climate change. In June, President-Elect Lucy Cheadle was invited to present to the Eureka section about our section's work on climate change. Lucy gave an update on the PECG Climate Change Survey and efforts to establish a climate change committee within PECG, and the Eureka section was excited about our work and offered their support. FS officers continue to work with officers from other sections to put together a proposal to the PECG Corporate President to establish a climate change committee. Officers are currently in the process of trying to meet with PECG Corporate officers to get feedback on our proposal.

**New Officers:** On August 19<sup>th</sup>, the election for new officers for the Fort Sutter Section 2022/2023 Term were concluded. Forty-eight ballots were received and only one ballot had to be discarded for lack of a member identification. The results are as follows:

- Director (per Section Bylaws) – Steven P. Johnson
- President (per Special Election) – Aman Bains
- President Elect – Jeff Kessler
- Vice President Rank and File – Stephen Chastain
- Vice President Supervisory – Alexander "Lex" Mitchell
- Secretary – Julie Cooper
- Treasurer – Kyle Bly

In addition to the candidate selections, all of the Bylaw Amendments were approved. Congratulations and welcome to all the incoming 2022/2023 Term Fort Sutter Section officers. Swearing in ceremonies will be held at the Fort Sutter Annual Meeting in September 2022, date to be announced.

**Telework Updates:** On July 7<sup>th</sup> PECG representatives Ted Toppin, Cameron Knudson (PECG-President), Ryan Atencio (PECG-Bargaining Committee member), and Aman Bains (PECG-Fort Sutter Director) met with Edna Murphy (CARB-Deputy Executive Officer) and Hafida Habek (CARB-Chief of the Administrative Services Division) and discussed CARB's return to office policy.

PECG officers mentioned that unclear justifications were provided to staff on the need to come into the office, and that inconsistent telework policies were being discussed across the agency. Edna informed us that they will follow up and get a clear definition on the operational need of staff coming back to the office. Edna informed PECG that in August, CARB will require staff to work at least 20% in the office (note that since the meeting that policy was amended to begin in September). Beyond the 20% requirement, the frequency of staff coming into to the office will be determined by the supervisor of the section. CARB will be assessing the telework policy, reviewing staff progress, and evaluating whether or not the agency is meeting its commitments.

PECG officers will meet with Edna again in a few months to check in on the progress of telework implementation at CARB. However, we may run into supervisors that want staff to work in the office without clear operational need and require staff to work in the office more often than they would like. Please inform PECG if this is occurring with your section or department via [pecg@pecg.org](mailto:pecg@pecg.org).

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If your section or department has adopted, or is considering, a permanent telework policy mandating that employees return to work a specific number of days each week—and has put the plan in writing—please share that information with PECG via [pecg@pecg.org](mailto:pecg@pecg.org).

**Fort Sutter Section Website:** We recently updated the Fort Sutter section website, <http://fortsutterpecg.org>. On the website, members will find: Overview of services & programs, PECG history, Fort Sutter officers and their duties, FAQs & reports, information for supervisors and managers, committees, a link to PECG member discounts, and a link to the PECG Corporate website.

**Members Benefits:** PECG provides a variety of discount services to its members. Benefits are available online after logging in on the password-protected members only section of this website: <http://pecg.org/benefits/consumer-discounts/>. Please call the PECG Sacramento office at (916) 446-0400 to acquire a member password if you do not have one.

### Goals for 2021-2022

Fort Sutter has achieved many of the goals we set for 2021-22. These goals were:

- Host virtual or in person office hours where members can chat with FS officers and ask questions. **--COMPLETED**
- Publish a monthly or bi-monthly newsletter to keep the members informed of actions taken by the Fort Sutter Board and to alert the members of issues of concern. **--COMING SOON**
- Continue active membership recruitment efforts. **--ONGOING EFFORTS**
- Host membership appreciation event(s).
- Define roles for FS officers more clearly and make the process of becoming an officer more transparent and accessible. **--COMPLETED**
- Improve our election processes to increase voter participation. **--COMPLETED**
- Update the Fort Sutter webpage. **--COMPLETED**
- Complete the parental leave fact sheets and post them on our webpage. **--COMPLETED**
- Analyze and share results from the climate change survey and collaborate with other sections to implement next steps based on the results. **--COMPLETED**
- Complete the Fort Sutter Section Telework Survey, tabulate the results, and share the results with the Fort Sutter members and with PECG Corporate. **--COMPLETED**

The Fort Sutter Board is in the process of setting up committees (where appropriate) and assigning these goals to FS Board members or other interested FS members. Please contact FS President Steven Johnson at [Steven.Johnson2@cdcr.ca.gov](mailto:Steven.Johnson2@cdcr.ca.gov) or any member of the FS Board if members are interested in working on any of the goals.

If you have any thoughts about what you would like to see from our section this year, contact [fspecg@gmail.com](mailto:fspecg@gmail.com).

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**For More Information, Visit Us**

<http://fortsutterpecg.org>

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