

2024 October Quarterly Report – Q3

Section Officers

Jeff Kessler
Director

Steven Johnson
President

Aman Bains
President-Elect

Ursula Lai
VP Supervisory

Raina Ryan
VP Rank & File

Julie Cooper
Secretary

Kyle Bly
Treasurer

Aman Bains
Web-Cordinator

Fort Sutter Section Officers for the 2024–2025 Term



FS Director
Jeff Kessler



FS President
Steven Johnson



FS President-Elect
Aman Bains



FS VP Supervisory
Ursula Lai



FS VP Rank & File
Raina Ryan



FS Secretary
Julie Cooper



FS Treasurer
Kyle Bly

Should you have any PECG related questions or suggestions, please contact any of your elected officers pictured above or reach out to us at fspecg@gmail.com.

Who We Represent

The Fort Sutter Section represents PECG members from 15 Boards, Offices, and Departments (BDO) and is comprised of engineers and related professionals responsible for improving air quality and water quality, developing clean energy and technology, and designing and inspecting California's infrastructure and improving State occupied buildings.

Fort Sutter section currently represents 966 members and 436 non-members. Our rank and file, supervisors, and managers are from the following BDO's:

- California Air Resources Board (644 members / +18),
- Department of Toxic Substance Control (112 members / +7),
- California Department of Corrections and Rehabilitation (40 members / -2),
- Healthcare Access and Information (40 members),
- Department of Industrial Relations (44 members / +2),

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- Department of Resources Recycling and Recovery (20 members / -1),
- Department of Consumer Affairs (16 members / +1),
- California Highway Patrol (5 members),
- California Environmental Protection Agency (6 members),
- Housing Finance Agency (3 members),
- Division of the State Architect (1 members),
- Department of Transportation [Caltrans] (1 member),
- California Energy Commission (2member),
- Department of General Services (2 member),
- Department of Motor Vehicles (5 member)

Fort Sutter membership has increased by 1% when compared to June of 2024. This is encouraging news. Thanks to a strong and committed PEGC membership, our salaries have increased, pensions remain protected, fantastic health care benefits are available, and State work is overwhelmingly performed by State staff and not outsourced to private consultants.






Membership Recruitment Incentive

The current PEGC Memorandum of Understanding (MOU) “expires” on July 1, 2025. Expanding PEGC membership strengthens PEGC’s bargaining power. Membership growth is especially important, since PEGC is only as strong as our membership is large. Recruitment will continue to be a primary goal for the Fort Sutter Section.

Do you know someone that’s not currently a PEGC member? PEGC’s membership recruitment campaign provides a \$50 reward to PEGC rank and file members for each new member they recruit! Supervisory/manager PEGC members receive a \$200 referral bonus. Please get in touch with Fort Sutter PEGC officers if you would like to learn more!

Our how history of success: Achieving and maintaining a high level of membership is PEGC's source of power at the bargaining table, and provides the resources necessary to effectively advocate for our members in all venues - the Governor's Administration, Legislature, courts, media, state agencies and departments, and CalPERS. A high percentage of membership is, quite simply, the key to improving the pay, pensions, health care and job security of our members. A high membership level also greatly increases the likelihood that we will have engaged leaders and members invested in PEGC's continued success. As history has proven, we are stronger working together through collective effort, **PEGC Delivers!** See our accomplishments below.

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PECG DELIVERS FOR MEMBERS!	
PAY INCREASES	 <ul style="list-style-type: none"> • Unit 9 rank and file employee pay has doubled over the last 19 years, by far the largest increase in state service. • Supervisory and managerial pay has increased by 114% in 19 years, by far the largest increase among excluded employees. • PECG became the first non-safety bargaining unit to win longevity pay in 2018 and enhanced the benefit in 2022. • PECG won geographic pay in the 2018 MOU and improved it in 2022. • PECG's MOU provides monthly recruitment and retention differentials to over twenty classifications, including transportation surveyors who were added in 2022.
HEALTH CARE AND FAMILY LEAVE BENEFITS	 <ul style="list-style-type: none"> • Unit 9 health care benefits are the best in state service with 85% of our premiums, and 80% of our dependents' premiums, picked up by the state. • PECG became the first bargaining unit to win paid family leave benefits (NDI-FCL) at no cost to employees in 2022. • PECG's OPEB (retiree health care) contribution percentage (2%) is the third lowest among the twenty-one bargaining units.
PENSION PROTECTION	 <ul style="list-style-type: none"> • PECG's pension contribution percentages (8% miscellaneous/9% industrial/11% safety) are the lowest in state service. • PECG is a founding member of Californians for Retirement Security, which has protected defined benefit pensions for PECG members and all state employees from constant attack over the last 20 years.
JOB PROTECTION	 <ul style="list-style-type: none"> • PECG fight the wasteful outsourcing of our jobs at twice the cost and as a result over 90% of engineering and related work is performed by state staff, by far the highest percentage in the U.S. • PECG employs experienced attorneys and labor representatives – not volunteer shop stewards – to ensure your job and employment rights are protected.
ADDITIONAL BENEFITS	 <ul style="list-style-type: none"> • PECG members are automatically covered by \$10,000 in life insurance and \$5,000 in accidental death and dismemberment coverage at no cost. • Each year PECG awards twenty scholarships of \$1,000 each for members and their dependents. • PECG members receive substantial savings on theme parks, vacation activities, car rentals, consumer discounts, and much more as part of their membership.

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Third Quarter Highlights

Fort Sutter Hybrid Office Hours: Fort Sutter has continued hybrid office hours on the 7th Floor of the Cal-EPA Building in Downtown Sacramento and at various other locations throughout the Sacramento/Rancho Cordova area. The most recent Office Hours occurred on September 25th.

Fort Sutter created its office hours in 2022 to give members a chance to talk with a PEGC officer about member concerns for union-relevant issues. The hybrid office hours meet twice monthly and combines in-person and teleconferencing to reach more members each month. For those attending in-person, pizza was provided. Member concerns are frequently shared with PEGC Corporate and the Bargaining Committee Team. Please let us know if you have any suggestions for how we can improve our office hours program to make it more effective.

Meeting with California State Assemblyman Josh Hoover June 20, 2024: The Fort Sutter section held a semi-annual member meeting and invited [Asm. Josh Hoover](#) to speak about the next steps for the [audit of the state's telework policy changes](#). Before diving into the question-and-answer portion of the meeting, Asm. Josh Hoover took a moment to recognize the outpour of letters and emails he received from state employees like us in support of his request to audit the changes to the State's recently imposed return to office policies. The successful email campaign is just another example of the FS PEGC community's inherent strength to come together and take action. Members asked Asm. Josh Hoover close to 20 questions about the rationale behind the return to office mandate and implementation. Asm. Josh Hoover responded to questions about impacts on environmental and public health, inclusive hiring and employment practices, employee retention, work/life balance, costs, traffic, and the future of state work as a career path.

Asm. Josh Hoover concluded his 40-minute talk and explained that the audit results are expected early next year and will be used to legitimize remote work for anti-return to office legislation. Asm. Josh Hoover also stressed the importance of our continued involvement. Although the audit process does not have public process component, Asm. Josh Hoover stated that our comments are welcomed and will be relayed to the team to inform the audit process. Click on the links for additional details on [scope of audit](#) and status of [audit results](#).

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Figure 1. Top Left: Stephen Chastain VP Rank and File, Treasure Kyle Bly. Bottom left: Brad Shelton (PECG President) Jeff Kessler (President), Asm. Josh Hoover, Steven Johnson (President-Elect), Ursula Lai (VP Supervisory)



Figure 2. Asm. Josh Hoover speaking and answering questions with Fort Sutter Members.

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Fort Sutter Election Results August 5, 2024: Another year and another time to announce your new section officers for the 2024-2025 term. Congratulations to our New Vice President for Rank and File Members Raina Ryan. Raina Ryan has been in state service since 2020 and joined CARB as an Air Pollution Specialist in the Sustainable Transportation and Communities Division in 2022. She is serving her first term as the Fort Sutter VP of Rank-and-File members. Also, congratulations on our returning Vice President Supervisory Ursula Lai, Secretary Julie Cooper, and Treasurer Kyle Bly. Our New Director will be Jeff Kessler, our President will be Steven Johnson, and our Aman Bains as our new President Elect.

Fort Sutter 2024 Mon-Members Recruitment – August 5, 2024: The Fort Sutter officers held a non-members recruitment meeting and attended a new employee orientation. The meeting was an opportunity for non-members to talk PEGC's Labor representatives, attorneys and Staff on the benefits on PEGC benefits. The Fort Sutter section was able to recruit 16 members.

Upcoming Events

Beers and Bargaining September 25, 2024: The Fort Sutter Section has started convening several sessions for members to get together and to discuss and coordinate on bargaining priorities that they would like to see better represented on the bargaining survey. To that end, there have been "Beers and Bargaining" sessions scheduled on September 25th, at Citizen Craft House (formerly Loyal Legion) 1201 J St Ste 111, Sacramento, for members to drink beers and "talk shop".

Fort Sutter Members meeting October 1st, 2024: The Fort Sutter Section scheduled a members meeting on October 1st. Our guest speaker will be Porsche Middleton, city of Citrus Heights Mayor and candidate for California State Assembly. The meeting will be at the Tsakopolus Library Galleria.

PEGC Quarterly Meeting – October 4, 2024: The Fort Sutter officers will be attending the third quarter PEGC corporate meeting. New PEGC Corporate officers and the section Directors will be sworn in. Also, section officers will relay new items discussed regarding bargaining and members benefits in upcoming newsletters, emails, and during office hours.

2025 Medical Open Enrollment Period September 16 - October 13, 2024: Open enrollment begins September 16, be on the lookout for emails and in your mail for the informer for information on health plans being offered and a cost breakdown for each plan. The state's contribution to your health care premium is set by PEGC's MOU. For Unit 9 rank and file employees, the state's contribution is based on what is known as the 85/80 formula. In arriving at its reimbursement rate, the state first calculates the weighted average premium for the four plans with the highest participation by active state civil service employees. For 2025, that includes Kaiser Permanente, PERS Gold, UnitedHealthcare Signature Alliance, and Blue Shield Access+ HMO. The state then pays 85% of the premium amount for Unit 9 rank and file employees and 80% of the additional premium costs for their family members. This is the best health care reimbursement rate in state service. [Click here to download the 2025 Health Plan Premiums Chart.](#)

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Useful Information



PECG 2022-25 MOU: The PECG 2022-2025 Memorandum of Understanding (MOU) expires on July 1st, 2025. Until then, members can request printed copies of the PECG MOU at [PECG.org](https://www.pecg.org). For a printed copy, please complete the [MOU request form from the PECG website](#). The MOU is also available [electronically](#) through the website at [PECG.org](https://www.pecg.org). Some of the items in this MOU are:

- **General Salary Increase:** There have been three General Salary Increases (GSI) in this MOU. The next GSI will be a 2% increase on July 1, 2024.
- **Longevity Pay:** Longevity pay is significantly improved to 2% raise at 17 years, 3% at 18 years, 4% at 19 years, and 5.5% at 20 years.
- **Geographic Pay:** Contra Costa County is added to the current list of counties for which employees are eligible to receive the \$250 per month geographic pay differential.
- **Range C Salary Increases:** The MOU allots \$24 million for a joint PECG and State Committee to mutually decide on special salary adjustments for 13 Range C classifications within deep classes.
- **Non-Industrial Disability Insurance – Family Care Leave (NDI-FCL) Program:** For the first time, rank and file bargaining unit members are to receive improved benefits in the NDI-FCL program. Rank and file employees who are enrolled in the [Annual Leave Program](#) will be eligible for the leave as described. Employees will receive 50 percent of their gross salary for up to six weeks of leave. NDI-FCL allows eligible employees to care for a seriously ill family member or bond with a newborn child, adopted child or foster care placement. Please contact pecg@pecg.org for further details if your Administrative Service Division is not able to provide any information.
- **Mass Transit and Vanpool Commute Subsidy:** This subsidy increased from \$280 to \$300 per month for all Unit 9 employees. The \$300 subsidy may be used for public transit passes sold by state agencies or purchased directly by Unit 9 employees. The subsidy is also available to vanpool drivers and riders. Check the MOU for more details.

Check the [PECG.org](https://www.pecg.org) website for more MOU provisions and benefits available to members.

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Additional Useful Information

Fort Sutter Section Website: 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. Please visit us at <http://fortsutterpecg.org>.

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.

Want to get more involved? Please contact Fort Sutter President Steven Johnson at steven.johnson2@cdcr.ca.gov or any member of the Fort Sutter Board if you are interested in being more involved. If you have any thoughts about what you would like to see from the Fort Sutter section in 2024, contact us via email at fspecg@gmail.com.

For More Information, Visit Us at <http://fortsutterpecg.org>
