

2024 December Quarterly Report – Q4

Section Officers

Jeff Kessler
Director

Steven Johnson
President

Aman Bains
President-Elect

Ursula Lai
VP Supervisory

Raina Ryan
VP Rank & File

Julie Cooper
Secretary

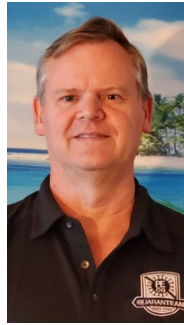
Kyle Bly
Treasurer

Aman Bains
Web-Cordinator

Fort Sutter Section Officers for the 2024–2025 Term



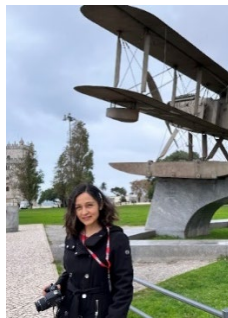
FS Director
Jeff Kessler



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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 968 members and has 444 non-members. Our rank and file, supervisors, and managers are from the following BDO's:

- California Air Resources Board (649 members),
- Department of Toxic Substance Control (110 members),
- California Department of Corrections and Rehabilitation (39 members),
- Healthcare Access and Information (39 members),
- Department of Industrial Relations (45 members),

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- Department of Resources Recycling and Recovery (21 members),
- Department of Consumer Affairs (17 members),
- California Highway Patrol (5 members),
- California Environmental Protection Agency (6 members),
- Housing Finance Agency (3 members),
- Department of Transportation [Caltrans] (1 member),
- California Energy Commission (2 member),
- Department of General Services (2 member),
- Department of Motor Vehicles (5 member)
- California Franchise Tax Board (1 member)

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



- 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



- 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



- 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



- 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



- 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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Fourth 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 November 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.

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



Figure 1. Left: Niranjen Kanepathipillai (Legislative Committee member), Karmina Padgett-Gonzalez (VP at Large), Brad Shelton (PECG Past-President) Asm. Candidate Porscha Middleton, Steve Lee (PECG President), and Steven Johnson (President Fort Sutter).

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Figure 2. Asm. Candidate Porscha Middleton and Steven Johnson (President Fort Sutter).

Fort Sutter Officers meeting Sacramento Section Officer: On November 14th, the Fort Sutter Section met with representative from Sacramento Section President Laura Mahoney, to discuss hosting joint section meetings in the Sacramento area in 2025. Be one the lookout for joint initiatives that will benefit PECG members in the Sacramento areas in the new year.

Fort Sutter Goals for the New Year:

1. Create a new Fort Sutter Logo.
2. Actively distribute the Fort Sutter Quarterly Newsletter.
3. Increase recruitment goal of 85% of available membership. Increase Rank & File recruitment of 210 new members.
4. FS Supervisory & Manager recruitment of 68 S/M members.
5. Continue to host membership appreciation events.
6. Continue to push FS participation in the PECG Bargaining Survey.



New Temporary Vice President of Supervisory: Congratulations to Alex Stockton, Alex will be our temporary VP Supervisory while Ursula Lai is out on leave. Alex is a Supervisor at the California Air Resources Board and oversees staff in the Sustainable Transportation and Communities Division. Alex will be hosting a Supervisory office hour soon; this will be an opportunity to meet Alex and share any questions or comments regarding Supervisory and Managerial concerns.

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Upcoming Events For the New Year 2025

Update on Bargaining Q1 in 2025: Be on the lookout for the upcoming Bargaining Survey. This is opportunity to voice items that should be bargained in our upcoming bargaining with California Department of Human Resources (CalHR) and the Governor's Office. [Take a look at the past salary survey](#). The salary survey report is prepared by CalHR as required by the Memorandum of Understanding (MOU) between the state and PECG. This salary survey was initiated and completed based on the requirements outlined in Article 3.1 of the MOU effective July 2, 2003 through July 2, 2008.

March 20, 2025 Bulls vs Kings: Another Kings-annual membership appreciation event. PECG Fort Sutter members will be able to purchase up to two (2) tickets at the subsidized rate for the lower corner seats and for the upper corner seats. Be on the lookout for the upcoming March 20 Bulls vs Kings game next year.

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://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://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

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\$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](http://pecg.org) website for more MOU provisions and benefits available to members.

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>
