

RESOLUTION
CAL FIRE LOCAL 2881 58th ANNUAL CONVENTION
SACRAMENTO, CA
JANUARY 9 - JANUARY 12, 2025

SUBJECT: Converting BU08 classifications

SUBMITTED BY: District IX

INTENT: To deter the State from converting BU08 classifications to non-BU08 classifications.

FINANCIAL IMPACT: (To be assigned by fiscal steering committee/state finance director)
Sunset Date: _____ Continues Indefinitely _____

Estimated Annual Revenue: _____

WHEREAS, (1) Since 2019, CAL FIRE has re-classified numerous vacant 8.4 (Specialty) positions to non-BU08 classifications; and

WHEREAS, (2) Bargaining Unit 10 Environmental Scientist (ES) series and Environmental Program Manager (EPM) have replaced numerous Forestry Assistant II and Forester I/II/III vacancies, weakening the standing of Bargaining Unit 08 employees within the Department and weakening the membership of CAL FIRE Local 2881; therefore, be it

RESOLVED, (A) CAL FIRE shall notify Local 2881 when a BU08 vacancy is deemed “difficult to fill” (two or more attempts to hire without success); and

RESOLVED, (B) Before re-classifying a BU08 classification to a non-BU08 classification, all options must be explored to recruit a candidate for the vacancy. This includes, but is not limited to, relocation reimbursement, “HAM” (hiring above minimum), and downgrading the classification to a lesser rank within the class (“Forester II, may consider Forester I”).

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____