

Tech Notes - News for Technical Unit Members – July 2025

This section of the newsletter is dedicated to the issues being faced by our State of Michigan Technical Unit members.

NASHTU

Technical Unit President Rod Jackson and former Unit President George Heath attended the National Association of State Highway Transportation Unions (NASHTU) conference last week in Washington D.C. Their report of the conference will be sent to the membership when completed.

Labor Relations

We filed a Civil Service grievance and a Contract grievance for a member who was denied a reasonable accommodation under the Americans with Disabilities Act (ADA). The department is claiming that the service animal is not allowed due to one bathroom accident and the fact that the dog barked one time to raise awareness of a stranger wearing a mask (it was wintertime). We are waiting for the Step 2 answer to see if they will allow the accommodation since the member provided additional training for the dog.

Overtime Balancing Grievance

The Civil Service Commission denied a grievance that challenged the lack of overtime balancing in the Grand Rapids and Detroit TSC's at MDOT. The Technical Unit appealed the matter to the Court of Claims and the parties have submitted briefs.

Subcontracting Grievance – MDOT

A grievance was filed challenging the lack of MDOT's oversight in monitoring the CS-138 contracts they enter into with consultant contractors who perform Technical unit work. The subcontracting rules state that bargaining unit employee FTE's are not to be reduced when these contracts are in effect. There have been three contracts with a duration of 10-years each since 2015 and 2016. While the contractor employee numbers have risen, the MDOT Transportation Technician numbers are down 66 FTE since 2015. The department is responsible for making sure the rules are followed, and they did not pay attention. The Civil Service Commission is supposed to audit these contracts, and they haven't been audited over the 10 years of the contract. We believe this is a very solid case.

Special Pays

We continue to receive questions regarding the negotiated special pays for Pharmacy Assistants, Dental Hygienists, and Radio Technicians. Nothing has changed and they are expected to go into place on October 1, 2025.

Civil Service Commission

The Civil Service Commission is opening a discussion regarding certain topics to be removed from the prohibited subjects of bargaining (PSB) list. This would allow those topics to be negotiated by the Unions and the Office of the State Employer at the bargaining table. Continued discussions and comments are requested by the Commission on this subject.

Please support reinstating the Union's ability to negotiate these rights, including: Transfer Rights, Assignment, OT Balancing, Seniority, Union Leave, and Layoff/Recall.

Please email the Commission at: civilservicecommission@michigan.gov to make a statement in support of allowing negotiations to occur for these rights.