

July 12, 2006

Secretary Victoria L. Bradshaw
Labor and Workforce Development Agency
801 K Street, Suite 2101
Sacramento, CA 95814

Dear Secretary Bradshaw,

We, the undersigned industrial hygienists, safety engineers, seniors and managers of the Division of Occupational Safety and Health, are writing to express our deep concern about the pending continuation of corrosive inequalities in Cal/OSHA's pay scales, and to urge your immediate intervention as a Cabinet officer of the Schwarzenegger Administration to achieve pay parity in the current Unit #10 contract negotiations.

The latest, "final" proposal by the State to industrial hygienists represented by CAPS – California Association of Professional Scientists would close the current 14.6% to 22.5% gap in pay between Cal/OSHA safety engineers and industrial hygienists to a 6.8% to 7.6% difference for only the six months between January and July 2007. In July 2007, the industrial hygienists' pay lag would grow again to over 15% with the raises included in the existing contract for bargaining unit #9 (Cal/OSHA safety engineers).

As documented by the State DPA (see attachments), Cal/OSHA industrial hygienists are more than 20% behind hygienists working for other public sector agencies such as cities, counties, and the UC system. But there is also the 20%-plus gap between the pay of Cal/OSHA's safety engineers and industrial hygienists.

This pay inequality is very corrosive to the internal functioning of the agency and has led to widespread transfers from the industrial hygiene to safety engineer classifications. The pay inequality sets up a two-tier system of Cal/OSHA inspectors, with one class (IHs) as abandoned second-class citizens within the Division. Moreover, this pay inequality makes it virtually impossible to fill current and future IH position vacancies in the Division.

If pay parity is not achieved between safety engineer and industrial hygiene inspectors, the Agency can only expect a growing wave of "out of class" pay grievances as IHs are doing much the same inspections as safety engineers in our joint efforts to protect workers' safety and health in California. Cal/OSHA cannot function with two unequal classes of employees.

We write – members of both bargaining units #9 and #10 in compliance, consultation and headquarters – to urge you in the strongest possible terms to establish pay parity between the Division's safety engineers and industrial hygienists. The current negotiations with CAPS provide the opportunity to achieve this goal.

Sincerely,

- Zohra Ali, Associate Industrial Hygienist, Compliance, High Hazard Unit – South, Santa Ana
- Robert Barish, Senior Industrial Hygienist, Research & Standards Unit, Headquarters, Oakland
- David Becker, Associate Safety Engineer, Compliance, Oakland District Office
- William A. Biretta, Associate Industrial Hygienist, Compliance, Fremont District Office
- Marisela Bonilla, Associate Industrial Hygienist, Consultation, Sacramento Area Office
- Garrett Brown, Associate Industrial Hygienist, Compliance, Oakland District Office
- Juan A. Calderon, District Manager, Compliance, San Jose District Office
- Lupe Calderon, Associate Safety Engineer, Compliance, San Bernardino District Office
- Rubin Carr, Associate Safety Engineer, Compliance, San Bernardino District Office
- Zin Cheung, Associate Industrial Hygienist, Consultation, Training and Education Unit, Sacramento
- Shih-Yen (Joe) Chiou, Senior Industrial Hygienist, Compliance, Region III, Santa Ana
- Patrick Corcoran, Associate Industrial Hygienist, Compliance, Sacramento District Office
- Anathalie Dawkins, Associate Industrial Hygienist, Compliance, Santa Ana District Office
- Grace Delizo, Associate Industrial Hygienist, Consultation, San Diego Area Office
- Bahadur Dhillon, Associate Safety Engineer, Compliance, San Bernardino District Office
- Mike Doering, Associate Industrial Hygienist, Compliance, Process Safety Unit - South, Torrance
- Russell Denney, Associate Industrial Hygienist, Consultation, Sacramento Area Office
- Susan Eckhardt, Associate Industrial Hygienist, Compliance, San Jose District Office
- Gail Fabricante, Associate Safety Engineer, Compliance, Oakland District Office
- Jeff Ferrell, Senior Industrial Hygienist, Asbestos Unit, Sacramento
- Roy M. Frye, Jr., Associate Industrial Hygienist, Compliance, Fresno District Office
- Nick Gleiter, District Manager, Compliance, Oakland District Office
- Charlene Gloriani, Associate Industrial Hygienist, Compliance, High Hazard Unit – South, Santa Ana
- Deborah Gold, Senior Safety Engineer, Research & Standards Unit, Headquarters, Oakland
- Jean Golestaneh, Associate Industrial Hygienist, Consultation, Santa Fe Springs Area Office
- Ramesh K. Gupta, Associate Safety Engineer, Compliance, San Bernardino District Office
- Firdous A. Hami, Associate Industrial Hygienist, Compliance, Fresno District Office
- Karen Helton-Jorgensen, Associate Industrial Hygienist, Compliance, Modesto District Office
- Kelly Howard, Senior Industrial Hygienist, Consultation, Santa Fe Springs Area Office
- Mike Horowitz, Senior Industrial Hygienist, Research & Standards Unit, Headquarters, Oakland
- Haifa Hughes, Associate Industrial Hygienist, Consultation, Van Nuys Area Office
- Mark Katz, Associate Industrial Hygienist, Compliance, Oakland District Office
- Eleanor Kilner, Associate Industrial Hygienist, Compliance, Fremont District Office

- Barbara Kim, Associate Industrial Hygienist, Compliance, Foster City District Office
- Chris Kirkham, Associate Safety Engineer, Compliance, San Francisco District Office
- Kim Knudsen, Associate Industrial Hygienist, Compliance, High Hazard Unit – South, Santa Ana
- Princess M. Layfield, Associate Industrial Hygienist, Compliance, San Bernardino District Office
- Audrey C. Lee-Eng, Associate Industrial Hygienist, Asbestos Consultant and Trainer Approval Unit, Sacramento
- Dan Leiner, Area Manager, Consultation, Van Nuys Area Office
- Frances Loke, Associate Industrial Hygienist, Compliance, Santa Ana District Office
- Gilbert Martinez, Associate Industrial Hygienist, Consultation, San Bernardino Area Office
- Jim Matsuhiro, Associate Industrial Hygienist, Compliance, EEEEC – South, Santa Ana
- Scott McAllister, Senior Industrial Hygienist, Compliance, Region I, Santa Rosa
- Bob Middo, Associate Industrial Hygienist, Consultation, Santa Fe Springs Area Office
- Stewart Migdal, Associate Industrial Hygienist, Consultation, San Diego Area Office
- Nancy Mirza, Assistant Industrial Hygienist, Compliance, Sacramento District Office
- Tom Mitchell, Senior Industrial Hygienist, Occupational Safety and Health Standards Board, Sacramento
- Andy Morita, District Manager, Compliance, San Bernardino District Office
- James L. Morris, Associate Industrial Hygienist, Compliance, San Bernardino District Office
- Robert Nakamura, Senior Industrial Hygienist, Research & Standards Unit, Headquarters, Oakland
- Dien Nguyen, Associate Industrial Hygienist, Compliance, High Hazard Unit – South, Santa Ana
- Jack Oudiz, Senior Safety Engineer, Professional Development & Training Unit, Sacramento
- Carol Parisek, Associate Industrial Hygienist, Compliance, Santa Rosa District Office
- Michael J. Puckett, Associate Industrial Hygienist, Compliance, EEEEC – South, Fresno
- Scott Ratigan, Associate Industrial Hygienist, Consultation, Santa Fe Springs Area Office
- Michael Richards, Associate Industrial Hygienist, Compliance, High Hazard Unit – South, Santa Ana
- Peter A. Riley, District Manager, Compliance, High Hazard Unit – South, Santa Ana
- Susana B. Romero, Associate Industrial Hygienist, Compliance, West Covina District Office
- Joan Sander, Associate Industrial Hygienist, Compliance, West Covina District Office
- Peter Scholz, Associate Industrial Hygienist, Consultation, Oakland Area Office
- Steve Seligman, Associate Industrial Hygienist, Consultation, Santa Fe Springs Area Office
- Robert Senchy, Associate Industrial Hygienist, Compliance, Sacramento District Office
- Carla Slepak, Associate Industrial Hygienist, Consultation, Van Nuys Area Office
- Steve C. Smith, Supervising Industrial Hygienist, Headquarters, Sacramento
- David Swanston, Associate Industrial Hygienist, Compliance, San Bernardino District Office

- John Templeman, Associate Safety Engineer, Compliance, Oakland District Office
- Elisa Villanueva, Associate Industrial Hygienist, Compliance, EEEEC – South, Santa Ana
- Christopher A. Wing, Associate Industrial Hygienist, Compliance, Oakland District Office
- Sigrid Wynne-Evans, Associate Safety Engineer, Compliance, Modesto District Office
- Michael Zimmerman, Associate Safety Engineer, Compliance, San Diego District Office

cc: Governor Arnold Schwarzenegger
Acting Director John Rea, Department of Industrial Relations
Acting Chief Len Welsh, Division of Occupational Safety and Health
Chris Voight, CAPS Sacramento Office

Pay Inequalities between Cal/OSHA Safety Engineers and Industrial Hygienists

July 2006

July 1, 2006

As per the Bargaining Unit #9 contract with raises taking effect on July 1, 2006, and assuming the DPA-proposed 3.5% increase for all Bargaining Unit #10 scientists.

Monthly pay	Assistant Safety Engineer	Associate Safety Engineer	Assistant Industrial Hygienist	Associate Industrial Hygienist
Entry Level	\$4,394	\$5,638	\$3,968	\$4,797
Top Step	\$5,337	\$6,843	\$4,785	\$5,783
Difference			\$426 or 10.7% less for entry level	\$841 or 17.5% less for entry level
			\$552 or 11.5% less for top step	\$1,060 or 18.3% less for top step

January 1, 2007

As per the DPA proposal for Bargaining Unit #10 contract for a 3.5% raise in July 2006 and a 10% raise for industrial hygienists in January 2007.

Monthly pay	Assistant Safety Engineer	Associate Safety Engineer	Assistant Industrial Hygienist	Associate Industrial Hygienist
Entry Level	\$4,394	\$5,638	\$4,365	\$5,277
Top Step	\$5,337	\$6,843	\$5,264	\$6,361
Difference			\$29 or 0.7% less for entry level	\$357 or 6.8% less for entry level
			\$73 or 1.4% less for top step	\$482 or 7.6% less for top step

In **July 2007**, the Safety Engineers in Bargaining Unit #9 will receive another raise (not matched by the contract for industrial hygienists) of between 7.4% and 12.4%, depending on classification and seniority. The pay differential between safety engineers and industrial hygienists will again grow to be in the range of 15-20%.

DOSH Industrial Hygienists' Salaries and Compensation

DPA/CAPS Unit 10 Salary Survey– January 2006

(Top step Associate Industrial Hygienist salaries)

- Unit 10 versus statewide average of surveyed public sector IHS: 16% lag
- Unit 10 versus San Francisco City and County IHS: 27.5% lag
- Unit 10 versus UC Berkeley IHS: 26% lag
- Unit 10 versus Federal Government/SF Region IHS: 15% lag
- Unit 10 versus East Bay Municipal Utility District IHS: 36% lag

DPA Total Compensation Survey – April 2006

- State Unit 10 versus statewide average: 17% lag in salary alone
20% lag in total compensation
- State Unit 10 versus Bay Area average: 38% lag in salary alone
37% lag in total compensation

* Please see the attached summary charts from the DPA reports.