





*When we fight as one,  
The fight will be won!*



## HERE WE GO AGAIN!

As you may be aware, on Nov. 6, 2008, Gov. Schwarzenegger announced his plan to fix an \$11.2 billion deficit for the state of California. Part of his plan is to increase taxes to generate more revenue in the state. He is also asking state employees to take a reduction in hard-earned benefits that they currently receive.

The governor's proposed savings plan is listed below:

-  **Furlough** – All state employees will be furloughed one day each month for the next year-and-a-half, a total of 19 days. This will result in a pay cut of 5 percent. The pay cut will not affect retirement and other benefits.
-  **Holiday** – The Columbus Day holiday will be eliminated, and Lincoln's birthday and Washington's birthday will be observed together on Presidents' Day. In addition, the state will no longer pay time-and-a-half to employees working on holidays. Instead, employees required to work on holidays will receive holiday credit for use at another time, as they do now.
-  **Four-day week** – The law will be amended to make it easier for departments to allow employees to work 10 hours a day, four days a week.
-  **Overtime** – The state will no longer count leave time (including sick leave and vacation time) as time worked for overtime purposes. Instead, employees will only become eligible for overtime pay once actual time worked exceeds the required threshold.

Local 3 adamantly opposes any kind of reduction in current benefits and wage cuts. The union's position is that the governor cannot arbitrarily take these benefits away from you without going through the collective bargaining process.

Your union leadership is working with other locals, attorneys and lobbyists to find the best course of action to address this issue. Also, we are sending a letter to all Unit 12 department heads requesting a meeting to discuss other ideas and suggestions that would help reduce spending in other areas.

As things progress, we will keep you informed on the latest information and possible job-action plans.



Unit 12 member Nick Hicks explains what the governor's cuts mean to him.

# Unit 12 fights back!



Unit 12 members protest Gov. Schwarzenegger's plan to fix California's deficit, a plan that will eliminate hard-earned benefits for state workers.



## CONTRACTING OUT

Local 3 is asking you rank-and-file employees to be our eyes and ears in the field and protect your work by contacting the union when you see contracting out, home-storage permits or retired annuitants doing rank-and-file work. Please contact the International Union of Operating Engineers



(IUOE) reporting hotline at (800) 989-9101 or the IUOE reporting e-mail at [IUOE@unit12.org](mailto:IUOE@unit12.org).

## DID YOU KNOW?

All Unit 12 members are eligible to receive discount packets to amusement parks and discounts on purchases. Check out our website at [IUOEstateunit12.org](http://IUOEstateunit12.org) and click on [wildatworkvacations.com](http://wildatworkvacations.com).

QUESTIONS AND COMMENTS?  
CONTACT YOUR LOCAL BUSINESS AGENT.