

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



## Member speaks out at press conference

### **Furloughs' cuts run deep**

According to two studies recently released, one by Berkeley's Center for Labor Research and Education, and another by a Senate oversight committee, the furlough of state workers is falling far short of its estimated savings.

According to the Berkeley study, "the expanded furloughs will save the general fund only \$0.12 for every dollar cut in wages and benefits," which comes out to about \$236 million – far less than the desired \$1 billion the furloughs were intended to save California's botched budget.

Senate President Pro Tem Darrell Steinberg recently held a press conference claiming, "Three days of furloughs is too much." Steinberg believes the solution is to impose taxes on oil extraction, close tax loopholes and cut back on government spending. He also believes the state would benefit more from just one furlough day a month.

The current three-days-a-month furloughs amount to a nearly 14 percent pay cut for 493,000 state workers.

But for Caltrans Construction Equipment Operator (CEO) Clayton Brown, all the statistics and percentages mean little in comparison to what he has personally endured because of the furloughs. Brown risked losing his house because of the reduction in hours both he and his wife, an Emergency Medical Technician (EMT), have suffered through. Perhaps the most heartbreaking cutback Brown had to make was taking his daughter out of her first year of college at San Luis Obispo.

"This is a real hardship," commented Brown.

As quoted in the *Mercury News*, Brown said,



Caltrans Unit 12 member Clayton Brown speaks during a press conference held by Senate President Pro Tem Darrell Steinberg to address the impact of furlough days on state workers.

"We can barely afford to put gas in our cars to go to work." Brown addressed the media by claiming he is one of hundreds of state workers, some with even more heartbreaking stories.

The International Union of Operating Engineers (IUOE) State Unit 12 has proceeded with a lawsuit/Unfair Labor Practice (ULP) against the state of California to stop the injustice of imposing furloughs on state employees. A copy of the complaint can be found on the IUOE State Unit 12 Web site at [www.iuoestateunit12.org](http://www.iuoestateunit12.org).

Local 3 commends Brown for his bravery and will continue fighting on behalf of all state employees who show up day in and day out to provide thousands of California state services.

"Public employment workers are the last [stronghold] of the middle-class economy. What harms them has a significant impact," said Steinberg.

## Grievances filed over holiday pay rate

Operating Engineers have filed a grievance on behalf of all Unit 12 members covered by our contract for the Columbus Day, Veterans' Day and Thanksgiving Day holidays. As you know, Gov. Schwarzenegger arbitrarily changed some of the terms and conditions of our current contract without our consent or by going through the bargaining process. One of these changes is making you work on a holiday while not paying you the correct holiday pay rate: One and one-half times your hourly rate for all hours worked.

The governor also took away two existing holidays: Columbus Day and Lincoln's birthday.

The union will continue to file new grievances for the upcoming holidays.

If you worked on any of these holidays, please contact your union business representative.

For a list of contact information, visit [www.iuoestateunit12.org](http://www.iuoestateunit12.org).

*Happy  
holidays,  
from  
Unit 12  
to you!*



## Schwarzenegger files complaint against the IUOE

Gov. Schwarzenegger filed a complaint against the International Union of Operating Engineers (IUOE) in Sacramento Superior Court on Nov. 3, 2009, in an attempt to stop us from being able to take a grievance to arbitration regarding furloughs.

Our attorney feels this is a flawed attempt to stop an arbitrator from ruling on the language in our contract, because this avenue

has been successful in other states throughout the country.

To read the 189-page summary of the lawsuit, visit Unit 12's Web site at [www.iuoestateunit12.org](http://www.iuoestateunit12.org), then click on Updates.

We will keep you informed as more information becomes available.