

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



## Agreement ratified; signed into law



Unit 12's eight-member, rank-and-file bargaining team counts the thousands of ballots sent in regarding the contract.

### *New contract exempts us from federal minimum wage threats, additional furloughs*

**O**ur agreement was ratified by our members and the California Legislature and was signed into law by the governor on Aug. 23, 2010. This means we now have a current agreement with the state that will expire on July 1, 2012. You should start seeing the changes reflected in your salary in September. The Personal Leave Program (PLP) will run from Sept. 1, 2010 to Sept. 1, 2011. All other language changes went into effect on Aug. 23, 2010. We hope to have the new contract printed and ready for distribution to our members by the end of November.

We would like to thank our eight rank-and-file bargaining-team members for the hard work and dedication they gave us throughout this negotiation process. We understand this was difficult, since the state of California was facing a budget-deficit crisis, and it took a lot of time out of your regular work and family schedule. We appreciate all your help.

We also understand the tough decision our members had to make in ratifying this agreement, but with the uncertainty at the Capitol and the November election looming over us, we felt it was important to bring you an agreement to vote on. Our goal was to limit the impact of the decisions at the Capitol and give us some security from future threats.

#### ***By having an agreement, we are exempt from:***

- ♦ **Federal minimum wage threats for 2010, 2011 and 2012 fiscal years**
- ♦ **Additional furloughs**

#### ***In addition:***

- ♦ **We were able to secure much-needed health-and-welfare relief for you and your family**
- ♦ **You will receive a 5 percent increase to your salary in January 2012, which will also improve your retirement**
- ♦ **We got back premium pay on six of the 12 recognized state holidays**

# Vote Jerry Brown for Governor



Attorney General Jerry Brown.

It is very important that we focus our efforts in getting Jerry Brown elected as governor in November. We cannot afford to step aside and hope for the best. If only half of what Meg Whitman says she wants to do to state employees is true, we are all in trouble.

Don't forget Pete Wilson is now helping her. It's state employees vs. Pete/Arnold/Meg, and we will need your help starting now to win. The first thing we need to focus on is making sure everyone we know is registered to vote.

Throughout the next couple of months, we will be asking for your help phone banking and precinct walking to get the message out to other state employees about why it's critical for us to get Jerry Brown elected!

**California's General  
Election is Nov. 2.  
Remember to vote for  
labor-friendly  
Jerry Brown.**

**For other  
union endorsements,  
visit [www.oe3.org](http://www.oe3.org).**