

## **IUOE Unit 12 Dues and Fair Share Fees to be Realigned**

Effective on the August paycheck, Unit 12 dues will be realigned to reflect a new formula. After two years of difficult negotiations with the Governor's representatives at CalHR, the leadership of the three Locals have decided that it's time to be prepared for future negotiations by building a stronger and more powerful union to meet these challenges. While we made major progress in our last round of negotiations, there is still more work to do.

Building a stronger Union at the worksite, at the legislature, and at the bargaining table takes considerable resources. For the past ten years our dues rate has been one of the lowest amongst the other state employee unions and organizations.

The new dues formula will be two times an employee's hourly rate of pay plus a \$12.75 per capita fee. For a large share of our members, the realignment amount will be no more than ten dollars a month, some will actually see a decrease.

We have made significant progress in our last two contracts with the State. Never before have State employees in this unit received back-to-back pay increases over a seven year span. We take great pride in this Union and the accomplishments that we have made, but there are more fights ahead of us that we need to be prepared for.

In Solidarity,

IUOE Unit 12  
Steve Crouch, Director