

# INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12  
Locals 3, 39 & 501, AFL-CIO

## **It's Early, but it's Time to Begin Preparations for Our Next Round of Contract Negotiations – August 13, 2018**

Even though our IUOE Unit 12 contract does not expire until July 1, 2020, it's never too early to begin making preparations for the next round of contract negotiations.

We have a lot of work to do, and in order to get the best contract we can, we need to start getting all of our bargaining issues identified and supporting arguments prepared.

As most of you know, the State is still having a difficult time filling a lot of the Unit 12 vacancies because of where they are or how little they pay. The first thing we need to know is **exactly** where they are having recruitment and retention issues and for which classifications. When we get closer to bargaining we will request a Unit 12 vacancy report from the State, but in the meantime I would rather depend on our own information and data, and not the State's. If you have information that would be helpful to our cause on this issue, please email it to me at [scrouch@local39.org](mailto:scrouch@local39.org).

Secondly, we will need to start doing classification salary studies with other public agencies to see where our wages and benefits are in comparison to theirs. There is a lot of competition out there for skilled and semi-skilled workers and the State in general is lagging behind those other public sector agencies and private sector employers with respect to pay.

It's one thing to have the best supporting data and arguments, the most dedicated bargaining team ever, and a highly skilled and experienced chief negotiator, but if you don't have the strength of the membership behind you and their willingness to take a stand and fight for what is right, you will never be completely successful.

As we get closer to kicking off contract negotiations, we will be distributing a bargaining survey to our members for their input on important issues. Two way communications between our members and the Union will be a key element of our 2020 bargaining campaign, so the more personal email addresses we have, the quicker we will be able to update you on critical issues and mobilize our forces if necessary. When you get the survey, make sure you give us your personal email address so we can stay connected.

We have some unfinished business with the State and in 2020 it will be revisited. If your co-worker is not a member of our Union, give them a membership application and sign them up. It's not a cliché when we say, "There is Strength in Numbers." Let's stand together, let's be united, and let's show the State that we mean business.

**UNION STRONG!**

Steve Crouch  
Director of Public Employees