

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

## 2023 Unit 12 Bargaining Survey – December 29, 2022

IUOE Members,

Attached for your participation, please find the 2023 Bargaining Survey. Operating Engineers (IUOE) encourages all union members within Bargaining Unit 12 to partake in the process. Your completed survey will assist the Union to identify issues within the MOU and/or worksite which you believe should be addressed at the bargaining table.

Please return your completed survey by email to, [debbie@unit12.org](mailto:debbie@unit12.org) or by fax, (916) 928-1216. Completed surveys must be received no later than **January 18, 2023**.

If you are not a member of the Union and wish to become a member, please contact your Union Steward or Union Representative.

Thank you for your participation.

**In Solidarity,**

**Brandy Johnson**  
Director, Local 39  
State of CA Unit 12 & Unit 13 Coordinator

**Travis Tweedy**  
Director, Local 3

**Deric Barnes**  
Director, Local 501



# IUOE STATE UNIT 12



## 2023 CONTRACT BARGAINING SURVEY LOCALS 3, 39 & 501

The International Union of Operating Engineers, Locals 3, 39 & 501 will begin contract negotiations soon and we want to know what is important to you. The current contract between IUOE Unit 12 and the State of California expires June 30, 2023. The first step to launching a successful contract campaign starts with a bargaining survey. We need your ideas and priorities for negotiations. Your involvement in identifying the key bargaining issues is critical.

The Union appreciates your support and participation in this very important process. Please help us spread the word and encourage your coworkers, who are Union members, to complete the survey as well. Only Union member surveys will be considered.

Completed surveys should be faxed back to the Unit 12 Central Office at (916) 928-1216 or email: [debbie@unit12.org](mailto:debbie@unit12.org) no later than **January 18, 2023**.

**Background Information:** Your Name (must be provided): \_\_\_\_\_

Number of years worked for State: \_\_\_\_\_ Number of years in Bargaining Unit: \_\_\_\_\_

Your job title/classification: \_\_\_\_\_ Number of Years in Classification: \_\_\_\_\_

Number of years in current Department: \_\_\_\_\_ Number of years at current work locations: \_\_\_\_\_

Last 4 digits of your Social Security# (must be provided): \_\_\_\_\_

### **I. A Living Wage for All Unit 12 Workers**

Please rank the following bargaining issues based on priority. (One check per question only or response will not be valid)

1. Wage increases for all Unit 12 employees to ensure wages are competitive and reflect the true value of our work:

High priority                  Medium priority                  Low priority                  No priority

2. Automatic annual cost of living increases to make sure Unit 12 employees do not continue to fall behind:

High priority                  Medium priority                  Low priority                  No priority

3. Competitive wages in our classifications:

High priority                  Medium priority                  Low priority                  No priority

### **II. Special Pay & Differentials for Unit 12 Workers**

1. Geographic pay differential:

High priority                  Medium priority                  Low priority                  No priority

2. Hazardous Duty Pay:

High priority                  Medium priority                  Low priority                  No priority

3. Increasing Uniform/Boot Allowance:

High priority                      Medium priority                      Low priority                      No priority

4. Longevity pay:

High priority                      Medium priority                      Low priority                      No priority

**III. Quality and Safe Workplace**

1. Improve the recruitment and retention of qualified employees to ensure fair workloads, adequate staffing and training opportunities:

High priority                      Medium priority                      Low priority                      No priority

**Additional BARGAINING PRIORITIES**

Please check any box below of the concerns you would like to be addressed in the 2023 Contract Negotiations:

- |                                   |                                      |
|-----------------------------------|--------------------------------------|
| Improve rural healthcare coverage | Essential Worker Recognition         |
| Staffing                          | Increase to Night Shift Differential |
| Bilingual Skill Pay               | Alternate Work Week Schedule         |
| Vacation Accrual Cap Increase     | Additional Job Training              |

**Recommendations for Proposals:**

Do you have other ideas to recommend for 2023 contract negotiations? Make them here! (700 character limit)

**We're All In This Together!**

*I will do whatever it takes to achieve a fair contract. I will commit to do the following:*

- |  |     |    |
|--|-----|----|
| Keep members up to date on negotiations              | Yes | No |
| Recruit new members                                  | Yes | No |
| <i>If necessary:</i>                                 |     |    |
| Sign petitions in support of any bargaining issue(s) | Yes | No |
| Participate in Informational Pickets                 | Yes | No |