

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

## **All IUOE Unit 12 Members To Receive A 3.5% General Salary Increase Effective July 1, 2018**

By the end of our current contract in 2020, all IUOE Unit 12 members will have received, at a minimum, an equivalent total of 19.50% in wage increases since 2014.

This is the first time in decades that IUOE Unit 12 members have received back-to-back pay raises of this magnitude. On top of that, thirty-seven of our classifications received Special Salary Adjustments in addition to the general salary increases.

While we still have some unfinished business with the administration, we have been quite successful in ensuring that our members' pay continues to rise and not fall.

Let's not forget the lean years during the Schwarzenegger administration when state employees were not getting pay raises. Instead, they endured years of furloughs, concessions on holiday pay and other benefits, layoffs, and the threat of going to minimum wage.

As we look forward to our next round of negotiations with the state, our list of priority issues will consist of:

- Additional Special Salary Adjustments for classifications that are still lagging behind market rates which the state refused to address last time around.
- Geographic pay differentials for high cost areas similar to what the Federal Government has.
- Expansion of Recruitment and Retention pay differentials for our rural worksites that are having difficulty in recruiting and retaining workers.
- And general cost-of-living raises comparable with the cost of living.

In addition to our offensive bargaining agenda, we must be in a position of strength to defend against attacks on our defined benefit pension plan and our lifetime retiree medical plans. These most definitely would be a target of a hostile administration and without a strong union they would be vulnerable.

### **UNION STRONG!**

Steve Crouch  
Director of Public Employees