

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

## **IUOE Bargaining Unit 12 to begin negotiations for a successor contract – January 16, 2020**

This time around, we are going to start negotiations with the State a little bit earlier than we normally would. By starting early, we hope to get this new contract wrapped up on time and to the Legislature and the Governor for their approval before they recess in September.

Some facts about Bargaining Unit 12: The bargaining unit is made up of craft and maintenance workers. There are nearly 12,000 employees in Bargaining Unit 12 border to border. There are 300 different job classifications in the unit consisting of 90 occupations. The “Top Ten” departments with Bargaining Unit 12 employees are: Caltrans, 5,293; CCDR, 2713; DWR, 717; CHP, 544; DPR, 443; DSH, 318; DGS, 315; CalOES, 171; DVA, 149; and DDS, 147. The average wage in the unit is approximately \$4,000 per month.

We have received over 2,000 bargaining surveys back from our members which have all been reviewed and logged in. The common theme on all of the surveys is more money on wages and a smaller OPEB/CBERT deduction for retiree medical.

Other economic issues of high importance to our members from the surveys are: Longevity Pay, Retention and Recruitment Pay Differential, NERC Certification Pay, Increase of the Boot Allowance, Increase in Travel Reimbursements, Hazardous Pay Differential, Increase in Standby Pay, Realignment of the Wages for the CVIS classification, A Rural Health Care Subsidy for those with no access to an HMO, Geographic Pay Differential for High Cost areas of the state, an Increase to the Shift Differential, Overtime after 8 hours, and paid-time off, such as vacation and holidays, to count as time worked for overtime calculations.

There are nine Unit 12 members on the bargaining team, three from each IUOE Local (Local 3, Local 39, and Local 501).

Our first bargaining session is scheduled for Thursday, February 6, 2020. We will be posting bargaining updates on this site as we progress through the process.

### **UNION STRONG!**

Steve Crouch  
Director of Public Employees