

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

Most likely you have Car, Life, Homeowners or Renters Insurance, but what about Job Insurance? – January 15, 2019

This may or may not surprise you, but in bargaining Unit 12 there is an inordinate number of disciplinary/adverse actions served each year on Unit 12 workers. And it's not just a few, it's in the hundreds.

Being a member of IUOE Unit 12, in addition to the other benefits of being a union member, you have job insurance too which non-members don't have.

Being a Union member gives you access to a highly trained, experienced, and professional union representative, and an attorney in some cases, if the State calls you in for an investigation and then later if the State decides takes an adverse action against you. We don't let our union stewards (your co-workers) represent you in these difficult and complex situations like some other unions do. We have professional staff.

A lot of workers may say, "I am a good employee and I never get in trouble", but all it takes is a change in your supervisor or a move to a different work location to turn your whole world upside down.

Typical private attorney fees for representation on a disciplinary/adverse action appeal range in the neighborhood of \$25,000 to \$30,000 per case, and there is no guarantee that you will prevail on your appeal.

As you can see, being a union member is a lot cheaper than having to hire your own attorney for representation on a disciplinary matter. The average Union dues for bargaining Unit 12 members is just \$46.00 per month. That's a bargain!

In addition, when you are a Union member you have a say on what issues are raised in contract negotiations, the right to attend Union meetings, and a right to vote on the contract once a tentative agreement is reached.

Don't be left out. Join today. You can download a membership application on this website.

UNION STRONG!

Steve Crouch
Director of Public Employees