

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

Unit 12 Non-Members Have No Say and No Vote When We Begin Formulating Our Bargaining Proposals For 2020 Negotiations - August 14, 2019

As we begin to gear up for our 2020 Unit 12 contract negotiations with the State, it's important to remember that only Unit 12 Union members have a "say" on what goes to the bargaining table and what gets ratified (approved) or not.

This is one of the major benefits of being a Union member, having a say. Several months before we begin negotiations, we will be distributing bargaining surveys to union members only. Non-members will not be getting a bargaining survey, which asks for their suggestions on what benefits need to be added to the agreement or improved.

If non-members want to join the Union before we begin distributing the surveys, they will be included in the process. If not, they will be left out of the process and their voices will not be heard.

In addition, when it comes time to vote on whether to accept or reject the Tentative Agreement, again non-members will have no say or right to vote.

Non-members will be letting others make decisions about their wages, benefits, rights, and their careers for them.

Furthermore, when there are Union worksite meetings to discuss, solicit, and answer questions about the proposals or a tentative agreement, non-members cannot attend and voice their opinions.

Don't be left out in the cold! Join our Union today, get involved, and have a say about your wages, benefits, and your career.

UNION STRONG!

Steve Crouch
Director of Public Employees