

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

## **The New Governor Needs to Invest in His State Work Force – January 7, 2019**

For decades the leadership in this state have ignored and neglected their struggling work force. While the economy has rebounded from the depths of the “Great Recession” state employees’ wages and benefits have not.

State employees are paying more for their health benefits and pension than ever before. Moderate pay raises are engulfed by increased costs for health care and retirement. In addition, the cost of housing has risen sharply over the last five years making it nearly impossible to buy a home or find affordable rent in high cost regions of the state on an entry-level Unit 12 state employee salary.

The former and future administration has or will be investing billions in infrastructure improvements, high speed rail, and delta water delivery systems in the near future, but where is the investment in the state employees who oversee, manage, and maintain these projects and systems.

While it is admirable to have a global vision and seek to make California a better place to live, the new governor needs to take a look at his own employee work force and make it a better place to work. Mediocrity should not be the bar in which the state strives to achieve in hiring and employing its employees.

Decades ago the state was the shining star of public agencies. That is no longer the case. Without the overtime that many of our members work, many would not be able to make ends meet and that is unacceptable.

There are billions of dollars in reserves and in surplus. It’s time for a governor to invest in his work force.

**UNION STRONG!**

Steve Crouch  
Director of Public Employees