Dear IUOE Unit 12 Member:

The past three years of representing Unit 12 members at the bargaining table, at the worksites, and at the legislature have been very challenging. It took nearly two years to get a new collective bargaining contract with our governor, who was once a friend of labor but no longer demonstrates that through his actions. For the most part, our proposals to narrow the wage gap between many of our members and the workers in the other public agencies and the private sector fell on deaf ears at CalHR and the Governor’s Office.

Contract negotiations are supposed to be a problem solving mechanism to address workers’ issues and complaints. However, from the beginning, it was clear that the State’s representatives at the bargaining table did not have our members’ best interests at heart. Instead, it was more of a game of how little they could offer and still get a contract.

In order to be strategically prepared to move forward in future negotiations, including finding a resolution to the recruitment and retention issues that exist for many of our classifications, we must be stronger at the bargaining table and at the worksites. When Unit 12 speaks at the bargaining table, the State needs to know that over 11,000 workers are ready to take the fight to the street in order to get a fair and equitable contract that properly addresses our members’ needs.

To be a strong and respected union, we must build a stronger presence which takes considerable resources, dedication and support. We are on a path to do so, but our resources have been limited and we cannot do it without a dues realignment. The Business Managers met last winter to review the existing Unit 12 dues structure, including comparisons to other state employee unions and organizations, and collectively decided to realign the dues. Effective March 1, 2018 our new dues structure will be two times an employee's hourly base rate of pay plus a $12.75 per cap fee. For a majority of our members, the increase will be no more than $10 a month and some will actually see a decrease. This will align our dues rate with other state employee unions and organizations, yet still remain lower than some.

We have made significant progress in our last two contracts with the State. Never before have state employees in this unit received back-to-back pay increases over a seven year span. But our work is not done. The additional resources from a dues realignment will provide a stronger union fighting for you at the worksite, at the bargaining table, and in the legislature. We have great pride in IUOE Unit 12 and the accomplishments we have made, but there are more fights ahead and we need to be prepared.

In Solidarity,

Steve Crouch
Director of Unit 12

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