



I'm (NAME, PECG TITLE, JOB CLASSIFICATION, WHERE EMPLOYED).

Thanks for the opportunity to speak with you today, and for being an engaged member. This 20-minute presentation will cover PECG's origin, a bit about our statewide organization and details you may not know about the (SECTION). We will wrap up with a discussion of PECG's successful history representing Unit 9 rank and file, supervisors and managers; why we the keys to our success; and how you can help keep PECG a strong, effective advocate for members' competitive pay, pension protection, the best health benefits in state service, and protection from job outsourcing.



Take a moment to review the PEGC Membership video, which summarizes the benefits of PEGC Membership.

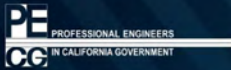
Who We Are

PECG is the Only Union Representing

- The Over 14,000 Unit 9 Engineers & Related Professionals Statewide
- Nearly 11,000 Members
- Over 60 Years of Experience Representing Solely Unit 9 Professionals

PECG Organization

- Founded by Members, Run by Members, for Members
- Assisted by Professional Staff



PECG Membership Presentation

So who does PECG represent and how are we organized? Right now, PECG is the only state-recognized representative for the 14,000 employees in Bargaining Unit 9. Of those, 11,000 are PECG members and the other 3,000 we like to think of as future members. Your section, (SECTION NAME), represents (NUMBER OF UNIT 9 EMPLOYEES IN THE SECTION). About (NUMBER) are members, and receive all the benefits that go with it.

State employee unions run their organizations in different ways. PECG is unusual because we were founded by members and we are run by members, for the benefit of members. Unlike most of the bargaining units in state government, we aren't part of a larger organization that makes demands on resources. We retain experienced, talented professional staff who run the day-to-operations and provide consulting and services for everything from bargaining and legislative representation to legal counsel and communications.

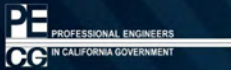
PECG's Origin

1962 – San Francisco

- Division of Highways Employees Frustrated by Job Outsourcing, Inadequate Pay and Benefits
- Believed in Collective Strength

1964 – PECG Incorporates

- Association: No Professional Staff, No State Recognition
- Focused on Outsourcing and Personnel Disputes



PECG Membership Presentation

In 1962, San Francisco Division of Highways employees were frustrated by job outsourcing, and inadequate pay and benefits. They believed that they were stronger collectively, although state-employee unions were still 30 years away. Two years later, PECG incorporated as an association. It was not recognized as an official representative; it had no professional staff. Mostly it held together by fighting job outsourcing and helping its members in personnel disputes.

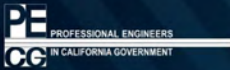
The Dills Act

1977 Governor Jerry Brown Signs the Dills Act

- Legalized State Employee Representation
- Organized Rank and File, Supervisors and Managers into Units

Unit 9 Designated for:

- State Engineers
- Air Resources Engineers
- Engineering Geologists
- Air Pollution Specialists
- Hazardous Substances Engineers
- Water Resources Engineers
- Land Surveyors
- Architects
- Landscape Architects
- Related Professionals
- Includes Supervisors and Managers

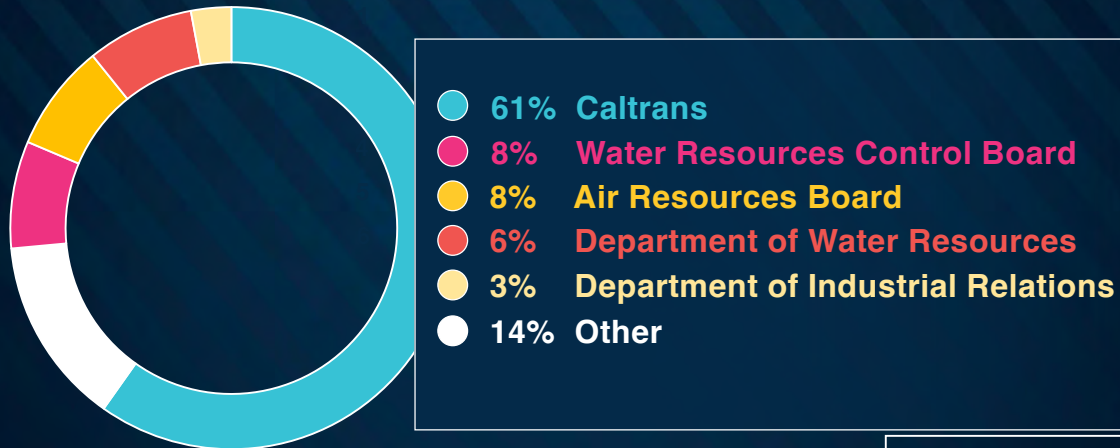


PECG Membership Presentation

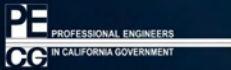
In 1977, the Dills Act legalized state-employee organization and collective representation. Eventually state engineers, engineering geologists, land surveyors, architects, landscape architects, and related professionals – and attached supervisors and managers – were grouped into Unit 9 for the purposes of bargaining contracts for rank-and-file employees. Management did not have full bargaining rights, but PECG was still assigned to represent them through the meet-and-confer process.

Legal issues had to be settled before, in 1981, BU 9 employees voted for PECG representation. The association became a full-fledged union, winning with a slogan, “The proven path,” that reminded voters that PECG had always fought for their interests.

Who Employs PECG Members*



*PECG data as of 10/14/2023



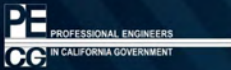
PECG Membership Presentation

This slide breaks down Unit 9 employees by employer. While Caltrans employees are in the majority, PECG is keenly aware that many members work in other departments. That's why the Corporate Board and the local sections have seats dedicated to "at-large" members to ensure all Unit 9 interests are represented regardless of employer or job classification.

PECG Delivers!

PECG's Focus:

- Competitive Pay & Benefits
- Pension Protection
- Amazing Health Care
- Job Protection from Outsourcing



PECG Membership Presentation

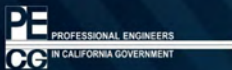
For nearly six decades, people just like you have supported PECG. We have come far since those early days in San Francisco, but our focus remains essentially the same: advocating competitive pay for members, protecting our pensions, maintaining our best-in-state service health benefits, and protecting our jobs from wasteful outsourcing. The key to our success has always been the solidarity of members who support PECG's important work month after month and year after year.

You can help by telling colleagues who aren't yet members about how PECG has delivered to keep our pay and benefits competitive, our pensions protected, and our jobs safe from outsourcing.

PECG Delivers!

PECG's Wins:

- Salaries Have Increased 91% Over the Last 18 Years
- First State Union to Win Longevity Pay and Geographic Pay Differentials (2018)
- First State Union to Win No-Cost Family Leave Benefits (2022)
- Best Healthcare Premiums in State Service 85%/80%
- 90% of Work is Done by State Engineers and Related Professionals, Not Outsourced
- Protected Our Defined-Benefit Pensions



PECG Membership Presentation

PECG's Wins:

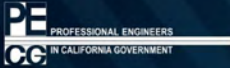
- Salaries Have Increased 91% Over the Last 18 Years
- 2018 PECG Became the First Non-Public Safety State Union to Win Longevity Pay and Geographic Pay Differentials
- 2022 PECG Became the First State Union to Win No-Cost Family Leave Benefits, Providing 6 Weeks of

Substantial Wage Replacement

- Best in State 85%/80% Healthcare Premium Coverages
- 90% of Work is Done by State Engineers and Related Professionals, Not Outsourced
- Protected Our Defined-Benefit Pensions from Countless Statewide Ballot Measures Attacking Our Pensions

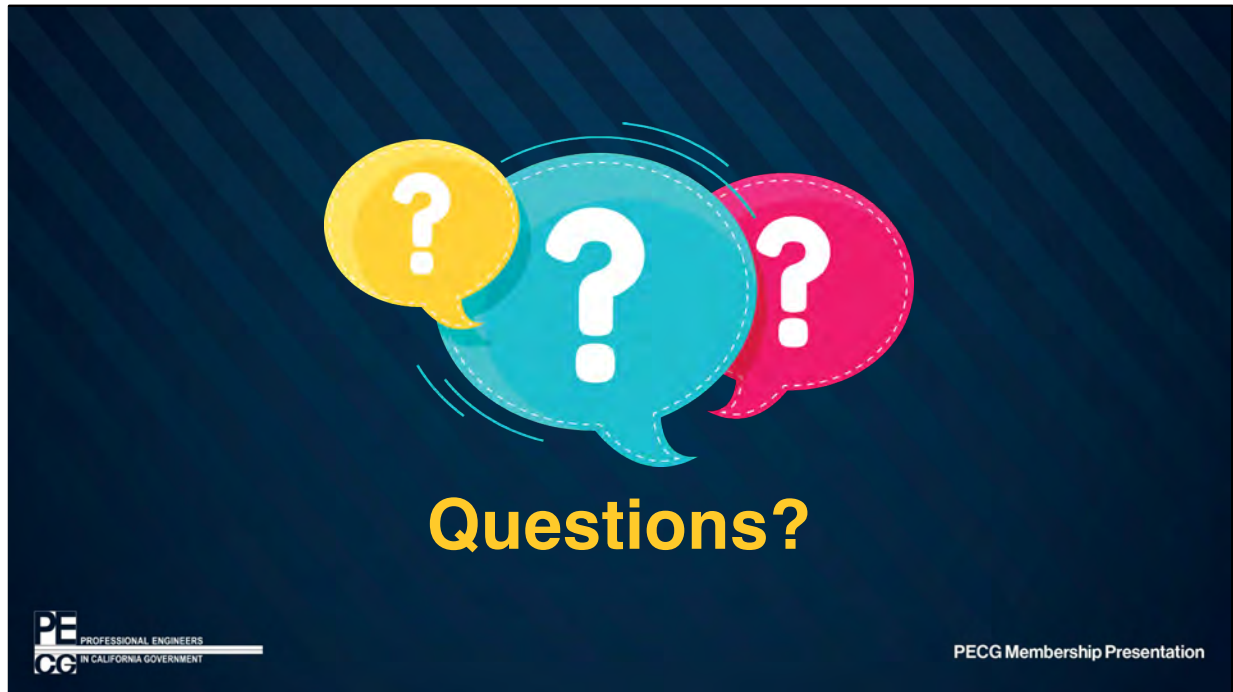
Staff Consultation & Support

- Labor Contract Bargaining and Administration
- Workplace Representation
- Legislative Representation
- Legal Services
- Membership Recruiting
- Member Communications
- Media Relations
- Issues Research
- Day-To-Day PECG Operations



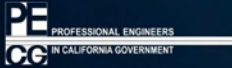
PECG Membership Presentation

PECG relies on professional staff to provide consultation and support for these areas and others. Because PECG leaders volunteer their time for PECG business when we are not working our state jobs, PECG staff works under the oversight of the Corporate Board to accomplish the organization's near-term and long-term goals and to run daily operations.



Open for Q & A.

Thank you for attending!



PECG Membership Presentation

Closing comments, and repeated thanks for taking the time to learn about PECG.