



# **RANK AND FILE MEMBERSHIP RECRUITMENT TALKING POINTS**

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## **Who We Are**

- PECG, the Professional Engineers in California Government, was created over 60 years ago by state employed engineers, engineering geologists, land surveyors, architects, landscape architects, air pollution specialists, and related professionals to solely represent the interests of professionals like ourselves.

## **Who We Represent**

- PECG represents over 15,000 state-employed engineers and related professionals responsible for designing and inspecting California's highways and bridges, ensuring that schools and hospitals are safe during earthquakes, and protecting our air, water and beaches.

## **Our History of Success**

- We have an unprecedented record of delivering for our members due to PECG's efforts at the bargaining table, in the Legislature, in state departments, and in the courts.
  - ☑ Salaries have increased 103% over the last 20 years, by far the largest increase in state service
  - ☑ Our defined-benefit pensions are protected
  - ☑ Health care reimbursement rates are the best in state service with 85% of our premiums, and 80% of our dependents' premiums, picked up by the state
  - ☑ Work is overwhelmingly performed by state staff – public servants like you and me – and not outsourced

## **How Success is Achieved**

- These victories and countless more can only be accomplished by a membership that knows from years of experience that we are stronger when we work together.
- PECG continually strives to provide quality benefits to our members.

## **Representation Provided**

- PECG-represented employees receive expert representation on employment and professional issues provided by labor relations consultants, lawyers, and lobbyists who are experienced in representing state engineers and related professionals.

## **Why Join PECG?**

- ☑ Our **salaries have increased 103%** over the last 20 years, by far the largest pay increase in state service.
- ☑ Our defined-benefit **pensions are protected** because PECG has successfully blocked countless statewide ballot measures attacking our pensions.
- ☑ Our **health care reimbursement rates are the best in state service** with 85% of our premiums, and 80% of our dependents' premiums, picked up by the state.
- ☑ Our **work is overwhelmingly performed by state staff** – public servants like you and me – and not outsourced, thanks to PECG's tireless work in the Legislature, in state departments, and in the courts.
- ☑ **Access to PECG's Attorneys and Labor Relations Experts**
  - PECG-represented employees receive expert representation on employment and professional issues provided by labor relations consultants, lawyers, and lobbyists who are experienced in representing state engineers and related professionals.
- ☑ **Voting Rights to Approve or Reject the MOU**
  - PECG members can vote to approve or reject the Unit 9 MOU (Memorandum of Understanding) which establishes the pay and benefits for all Unit 9 employees.
- ☑ **Elect Your PECG Leaders and Become a PECG Leader**
  - PECG members can vote to elect the volunteer leaders who establish and implement PECG's policies and programs, and only PECG members can be elected to the PECG Board of Directors and local Section office.
- ☑ **PECG-Sponsored Life Insurance through The Standard Insurance Company**
  - PECG members are automatically covered for \$10,000 in life insurance and \$5,000 in accidental death and dismemberment coverage at no cost.
  - Members have the option to purchase up to an additional \$521,000 in life insurance, and up to \$255,000 in dependent coverage.
  - Due to group rates, plan features are better, and the cost is lower than most other individual or group plans.
- ☑ **PECG Scholarship Program**
  - PECG awards twenty \$1,000 scholarships annually for members and their dependents.
- ☑ **Reduced Rates for Auto and Homeowner Insurance with Liberty Mutual**
  - PECG members receive exclusive savings and benefits for auto and homeowner insurance with Liberty Mutual, the third largest property and casualty insurer in the U.S.
- ☑ **Theme Park and Consumer Discounts**
  - PECG members receive substantial savings on theme parks, vacation activities, car rentals, and consumer discounts.

## Closing

- When you enroll for PECG membership online your membership is active immediately.
- You will receive a new membership packet that includes life insurance application, consumer discount information, a certificate and your membership card.
- PECG is our voice at the bargaining table, in the Legislature and in the courts.
- PECG will continue to improve our pay and benefits, protect our CalPERS retirement from constant attacks, protect our jobs from outsourcing, and defend our interests in the Legislature, courts and Administration.
- But PECG can only be strong and effective with membership support.
- Please join us today!

## **ADDITIONAL TALKING POINTS**

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### Bargaining

- PECG works to negotiate higher salaries for state engineers and related professionals.
- Salaries have increased by 103% over the last 20 years, due to PECG's efforts at the bargaining table.
- Our MOU provides state experience compensation pay and geographic pay, and we are the only non-safety bargaining unit that enjoys these features in a state MOU.
- Your PECG Bargaining Team appreciates your continued support.

### PECG's 2025-28 MOU

- PECG's MOU provides for two General Salary Increases (GSI): 3% on July 1, 2025 and **4.5% Special Salary Adjustment (SSA) for Unit 9 employees at the top** of their pay range, and a **2% SSA for those who are not yet at the top on July 1, 2027**. Those not at the top of their pay range will also continue to receive their annual Merit Salary Adjustment each year of the agreement.
  - OPEB Contribution Suspension – Increase in Take-Home Pay
    - Starting July 1, 2025, the agreement also suspends for two years the 2% contribution (identified as OPEB/CERBT on pay stubs) Unit 9 employees make each month to cover retiree health care costs. Unit 9 contribution percentage levels are the lowest in state service and the OPEB contribution is among the lowest.
- The MOU **prohibits the Administration from implementing a furlough** program or an **additional PLP** while Unit 9 employees are subject to PLP 2025.

- The **MOU also contains other improvements to Unit 9 employee benefits**, including an extension of the vacation and annual leave caps, improvements in bereavement leave, and expansion of on-call/standby pay to all departments.

### **CalPERS Pension Protection**

- PECG has protected our pensions. As a founding member of Californians for Retirement Security, PECG has helped block countless statewide initiative measures attacking our pensions from making the ballot.
- PECG monitors, opposes, and kills bills in the California Legislature that may have a negative impact on State employee pensions.
- Staff attends monthly CalPERS Stakeholder Briefings & Board Meetings to stay apprised of any activities and to lobby in support or opposition to issues that may impact members.
- CalPERS' preliminary net return on investments for the 12-month fiscal year ending on June 30, 2025 was 11.6%.
- The total fund at that time was valued at \$556.2 billion and the funded status of the system is estimated to be 79%.
- Your CalPERS pension will be there for you when you retire.

### **Health Care**

- Unit 9 health care reimbursement rates are the best in state service.
- For Unit 9 members (and for supervisors and managers represented by PECG) the state's contribution is based on an 85%/80% formula. The state pays 85% of the premium amount for the employee and 80% of the additional premium costs for family members.

### **Job Protection from Outsourcing**

- PECG has long fought against the wasteful outsourcing of our jobs at twice the cost and protects our interests in the annual state budget.
- Work is overwhelmingly performed by state staff – public servants like you and me – and not outsourced, thanks to PECG's tireless work in the Legislature, state departments, and the courts.
  - Sponsors legislation to improve and protect our jobs and vigorously opposes bills that would harm us.
  - Holds regular meetings with various state departments to advocate for less outsourcing of engineering work, and other related issues.

### **Representation**

- If you have a problem at work or need expert advice, PECG has and will always be there for you.
- PECG members have attorneys and labor relations experts to protect members when they need them most -- when their job is on the line.

- Representation is provided by professionals who are experienced in representing state engineers and related professionals on all workplace-related issues including:
  - Exam appeals, performance or promotion issues, adverse actions, merit issue concerns, negative performance evaluations, a rejection on probation, etc.

### **Why You Should Be a PECG Member**

- Every state engineer and related professional should be a PECG member. PECG has delivered for you and the thousands of state engineers and related professionals who are part of the unit. With strong support from our members, PECG has delivered:
  - Competitive salaries – increased 103% over 20 years
  - State experience compensation and geographic pay
  - CalPERS pension protection
  - Best health care reimbursement rates in the state
  - Job protection from outsourcing
- PECG’s success, your success, is the result of collective bargaining. And PECG’s strength is entirely dependent on the support of our membership.
- It is important to have PECG attorneys and labor relations experts to protect you when you need them most -- when your job is on the line.
- If you are not a member, we urge you to become one today. For members, please urge your non-member colleagues to join PECG. PECG’s strength is entirely dependent on the strong support of our members.

### **Impact of Janus Decision on Members and Non-Members**

- For members, the decision has no adverse impact. PECG will continue to be on the job delivering for you. And members will continue to enjoy all the benefits of PECG membership.
- The decision did affect fair share fee payers. As of June 27, 2018, they no longer are required to pay fair share fees because the Supreme Court ruled that fair share fees are unconstitutional infringements of their free speech rights.
- Non-members no longer receive PECG benefits, representation, and communications. To receive the benefits of PECG membership, you must join.
- This case was brought by anti-union billionaires and ideologues who want to destroy public employee unions, cut public employee pay and benefits, outsource our work, and silence our voices in the workplace.
- Dropping PECG membership supports their campaign to destroy PECG and silence public employee labor unions in this country. It has never been more important to be a PECG member.

# MEMBERSHIP RETENTION TALKING POINTS

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## **PECG Has Delivered, Deserves Your Support**

- PECG has delivered for you (and all state engineers and related professionals) and deserves your support.
- PECG has focused and delivered on the issues you care about most: competitive salaries, pension protection, best health care benefits in the state, and ensures that our work is overwhelmingly performed by state staff and not outsourced.

## **Dropping Membership Hurts All of Us**

- With strong support from members, PECG's delivered. Would you, as an individual, negotiating on your own with your department or the governor have done as well? The answer is no.
- Our success, your success, is the result of collective bargaining. PECG's strength is entirely dependent on the support of our membership. By dropping membership, you are hurting yourself and all PECG members by undermining PECG and weakening our voice at the bargaining table, in the Legislature and in the Administration.
- That will only make it more difficult to improve pay, protect pensions, deliver affordable health care, and protect your job from being outsourced in the future.

## **Our History of Success is Unprecedented, Why Quit Now?**

The new MOU builds on our unprecedented record of delivering for our members:

- Salaries have increased 103% over the last 20 years, by far the largest pay increase in state service.
- Our defined-benefit pensions are protected.
- Health care reimbursement rates are the best in the state with 85% of our premiums, and 80% of our dependents' premiums, picked up by the state.
- Work is overwhelmingly performed by state staff – public servants like you and me – and not outsourced.

What more could you possibly want from your union? As a member, you've contributed to that success. With support from members, PECG has delivered on the bread-and-butter issues that are important to members. That is why we need to support PECG now more than ever.

## **PECG Provides Expert Representation**

- PECG members receive expert representation on employment and professional issues provided by attorneys and labor relations professionals with decades of experience in representing state engineers and related professionals.

- You may not think you need representation for dismissals, suspensions, adverse actions, investigatory interviews and countless other workplace hazards that arise in state employment.
- Neither do the dozens of PEGC members who call PEGC offices needing help every month. That's the thing about workplace representation – you don't think you need it – until you desperately need it.
- Don't be foolish. Protect your job and access to PEGC attorneys and labor relations experts by maintaining your PEGC membership.

### **Closing**

- PEGC is our voice at the bargaining table, in the Legislature and in the courts. Don't undermine or diminish that voice. It will only hurt you and all of us.
- PEGC will continue to improve our pay and benefits, protect our CalPERS retirement from constant attacks, protect our jobs from outsourcing, and defend our interests in the Legislature, courts and Administration – but can do so effectively only with the strong support of you and other members.
- PEGC experts will always be there when you need them – it would be foolish to think you can protect yourself.
- Please maintain your membership and urge others to join PEGC today! That is the only way to ensure our continued success.