



RANK AND FILE MEMBERSHIP RECRUITMENT TALKING POINTS

Who We Are

- PECG, the Professional Engineers in California Government, was created 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 14,000 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 by more than 85% over the last 16 years
 - Our defined-benefit pensions are protected
 - Health care benefits 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

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 by more than 85%** over the last 16 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 benefits are the best in the 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 \$5,000 in life insurance and \$1,500 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 offers scholarships ranging from \$500 to \$3,000 each 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

- 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

PECG 2021 Side Letter

PECG delivers thanks to the overwhelming support of our members. The latest example is PECG's successful extension of the provisions of PECG's 2021 Side Letter – which provide a 5.58% pay raise and ends the PLP 2020 program.

A high percentage of membership is PECG's source of power at the meet and confer and bargaining tables and provides the resources necessary to effectively advocate for our members in all venues – the Governor's Administration, Legislature, courts, media, State agencies and departments, and CalPERS.

Thanks to our strong and committed membership, PECG has an unprecedented record of delivering for members:

- ☑ Defined-benefit pensions have been protected from countless attacks.
- ☑ Our health care co-ben benefits are the best in state service.
- ☑ State engineering work is overwhelmingly performed by public servants like you – and not outsourced.
- ☑ Our members receive expert representation on employment and professional issues from experienced attorneys and labor relations specialists.

Bargaining

- PECG works to negotiate higher salaries for state engineers and related professionals.
- 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.

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, 2021, was 21.3%.

- The total fund is now valued at \$489 billion, and the funded status of the system is estimated to be 80%.
- Your CalPERS pension will be there for you when you retire.

Health Care

- Unit 9 health care benefits 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 and other members.
- PECG members have attorneys and labor relations experts to protect members when they need it 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, rejections on probation, etc.
- Recent example of the importance of representation:

PECG delivers thanks to the overwhelming support of our members. The latest example is PECG's successful extension of the provisions of PECG's 2021 Side Letter – which provide a 5.58% pay raise and ends the PLP 2020 program – to our supervisory and managerial members.

A high percentage of membership is PECG's source of power at the meet and confer and bargaining tables and provides the resources necessary to effectively advocate for our members in all venues – the Governor's Administration, Legislature, courts, media, State agencies and departments, and CalPERS.

PECG Helped Defeat Proposition 6 – Protected SB 1

- SB 1 provides \$5.2 billion annually to state and local transportation projects throughout California. PECG was instrumental in winning legislative approval for the bill in April 2017.
- A measure, Proposition 6, to repeal SB 1 was on the November 2018 ballot.
- PECG was a leader of the coalition that defeated Proposition 6 in November 2018 and protected SB 1. With 57% voting no, California voters made it clear that they want the \$5.2 billion in annual state and local transportation funding generated by SB 1 to keep flowing to repair and maintain our state highways and bridges and local streets and roads. Doing so will make our roads safer, create thousands of jobs, and provide the transportation infrastructure needed to support the world's fifth largest economy.

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
 - State experience compensation and geographic pay
 - CalPERS pension protection
 - Best health care benefits 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. PEGC will continue to be on the job delivering for you. And members will continue to enjoy all the benefits of PEGC 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 PEGC benefits, representation, and communications. To receive the benefits of PEGC 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 PEGC membership supports their campaign to destroy PEGC and silence public employee labor unions in this country. It has never been more important to be a PEGC member.

Membership Campaign

- PEGC's membership recruitment campaign includes section meetings, new employee orientations, work site visits, and contacting non-members by phone and email.
- Since June 27, 2018, PEGC has added over 1,000 new members.
- Membership has risen 14%.
- Today, please take a minute to encourage non-members to join. The online e-application allows users to sign up for membership in minutes and recruiters earn a bonus of \$50 for every new rank-and-file, and \$200 for every new supervisory member.
- If you are not a member, we urge you to become one today. It has never been easier to join PEGC. The online e-application allows you to join in minutes and enjoy the benefits of membership immediately.

MEMBERSHIP RETENTION TALKING POINTS

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.

Closing

- PECG 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.
- 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 can do so effectively only with the strong support of you and other members.
- PECG 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 PECG today! That is the only way to ensure our continued success.