



# SUPERVISORS AND MANAGERS 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.
- State supervisory and managerial employees continue to be eligible for PECG membership.
- Supervisory and managerial employees are represented by PECG under a state law entitled the "Excluded Employees Bill of Rights". The term "excluded" means you are not in a bargaining unit covered by a Memorandum of Understanding (MOU), but you are represented by PECG through the meet and confer process.
- Given PECG's unprecedented record of delivering for supervisors and managers, there are plenty of good reasons for supervisors to be members.
- Most recently PECG was instrumental in making certain that Unit 9 supervisors and managers receive the benefits of PECG's 2025-28 MOU.

## Our History of Success

- We have an unprecedented record of delivering for supervisors and managers due to PECG's efforts at the bargaining table, in the Legislature, in state departments, and in the courts:
  - ☑ Supervisory and managerial pay has gone up by 117% over the last 20 years, by far the largest increase among excluded employees.
  - ☑ Defined-benefit pensions are protected.
  - ☑ Health care co-ben reimbursement rates are the best in the state service.
  - ☑ 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.
- More than 2,200 of your supervisory and managerial colleagues are PECG members.
- 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 117%** 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 co-ben benefits are the best in the state service.**
- ☑ 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.
- ☑ **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.

**☑ PECEG Scholarship Program**

- PECEG awards twenty \$1,000 scholarships annually for members and their dependents.

**☑ Reduced Rates for Auto and Homeowner Insurance with Liberty Mutual**

- PECEG 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**

- PECEG members receive substantial savings on theme parks, vacation activities, car rentals, and consumer discounts.

**Closing**

- PECEG is our voice at the meet and confer table, in the Legislature and in the courts.
- PECEG 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 PECEG can only be strong and effective with membership support.
- Please join us today!

## **ADDITIONAL TALKING POINTS**

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**Meet and Confer**

- PECEG works to negotiate higher salaries for state engineers and related professionals.
- Salaries have increased by 117% over the last 20 years.
- Your PECEG Supervisory Meet and Confer Team appreciates your continued support.

**CalPERS Pension Protection**

- PECEG has protected our pensions. As a founding member of Californians for Retirement Security, PECEG has helped block countless statewide initiative measures attacking our pensions from making the ballot.
- PECEG 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 benefits are the best in state service.
- For Unit 9 supervisors and managers represented by PECG, our health care co-ben benefits are the best in state service.

### **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 who is a supervisor or manager 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 – 117% pay increase over 20 years, by far the largest increase among excluded employees.

- State experience compensation and geographic pay
  - CalPERS pension protection
  - Best health care reimbursement percentage in the state
  - Job protection from outsourcing
- PECG's success, your success, is the result of collective bargaining and the meet and confer process. 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 does 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 will no longer receive PECG benefits, representation, and communications. To continue 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 Program**

- PECG's recruitment campaign includes section meetings, new employee orientations, work site visits and contacting non-members via phone and email.
- 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 PECG. The online e-application allows you to join in minutes and enjoy the benefits of membership immediately.