



SUPERVISORS AND MANAGERS 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 you.

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.
- State supervisory and managerial employees continue to be eligible for PECG membership.
- 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 all the benefits of PECG's new MOU.
- 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.

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 – 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.

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

- ☑ Our salaries have increased by 97% over the last 16 years.
- ☑ Our health care co-ben benefits are the best in state service.
- ☑ Defined-benefit pensions have been protected from countless attacks.
- ☑ Our members receive expert representation on employment and professional issues from experienced attorneys and labor relations specialists.

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 1,700 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

- PECG will continue to improve your pay and benefits, protect your CalPERS retirement from constant attacks, protect your jobs from outsourcing, defend your interests in the Legislature, courts and Administration and provide professional representation on behalf of members.
- But PECG can only be strong and effective with membership support.
- When you enroll for PECG membership online your membership is active immediately.
- Within five to six weeks, you will receive a new membership packet that includes: a free \$5,000 group life insurance application, consumer discount information, a certificate, and your membership card.
- Please join us today!

ADDITIONAL TALKING POINTS

Meet and Confer

- PECG works to negotiate higher salaries for state engineers and related professionals.
- Salaries have increased by more than 97% over the last 16 years.
- Your PECG Supervisory Meet and Confer 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.
- 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 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 supervisors and managers.
- 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.

Recent example of the importance of representation:

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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 55% 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.

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 PEEG membership supports their campaign to destroy PEEG and silence public employee labor unions in this country. It has never been more important to be a PEEG member.

Membership Campaign

- PEEG'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 your coworkers 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 PEEG. 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 your 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 your membership. By dropping membership, you are hurting yourself and all PECG members by undermining PECG and weakening your 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 your 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 your pay and benefits, protect your CalPERS retirement from constant attacks, protect your jobs from outsourcing, and defend your 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 PECG's continued success.