

PECG Membership Committee
2015 Recruitment White Paper

More than 10,000 of your colleagues have chosen to join PECG, the exclusive representative of the state's engineers and related professionals because PECG:

- Is your representative in dealings with the State – PECG **represents you in contract bargaining**, negotiating for pay and benefits, including health insurance, retirement, paid leave, working conditions, travel reimbursement, etc.
- Achieved **salary increases totaling more than 50%** since 2005 - pay increases that were not received by employees in other bargaining units.
- This spring, PECG will be back at the bargaining table to negotiate a new labor contract covering our wages and other terms and conditions of employment.
- Actively opposes outsourcing our jobs.
- Secured legislation which provides work for us on design-build projects and successfully defended that law in Court.
- Actively **opposes efforts to undermine our earned CalPERS retirement and health benefits**
- Is strongly **committed to preserving the CalPERS Defined Benefit Plan**
- **Sponsors legislation** which improves pay, benefits and working conditions and vigorously opposes efforts that would curtail them.
- Protects the status of civil servants and the merit system – keeps employees safe from discipline, dismissal or negative impacts from making decisions in the public interest rather than politics.
- Represents members in hearings, grievances, disputes, disciplinary and adverse actions, including most matters relating to employment benefits and rights.
- **Educates the public and decision makers** on what PECG members do and why our services are necessary to keep California strong – editorials, lobby day, commercial spots and documentaries.
- Influences and lobbies the boards of registration
- Works on the federal level - NASHTU
- Have a problem with pay or benefits? Contact a professional in your local PECG Office

PECG does the following for all supervisory and managerial engineers and related professionals:

- Meet-and-Confer with CalHR over pay, benefits, holidays, and all other terms and conditions of employment
- Influences compensation by also bargaining for rank-and-file – pay parity
- Works within the Administration and Legislature on issues impacting supervisors and managers' compensation – excluded and exempt employee compensation advisory commission, Salary Compaction legislation
- Fights proposed take-aways – furloughs, reduced holidays, caps on annual leave.
- Oppose outsourcing of supervisory and managerial work
- Represents **members only** in grievances, claims, or disciplinary proceedings

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Only PECG members are eligible to:

- Vote for Section Officers and State-wide Officers
- Ratify any proposed MOU (rank-and-file members)
- Run for Section or State-wide Office
- \$5,000 Free Life Insurance
- Low Cost Additional Life Insurance
- Discounted Auto Rentals and Hotel Rates
- Theme Park and Consumer Discounts
- PECG Mastercard
- Stay informed about what's going on – the Informer

Additionally:

- Strength in unity. The more people we represent, the stronger we become.
- Contracting out lessens the demand to recruit and for pay to be competitive (lowers pay).
- The difference in cost between being a fee-payer and being a member is less than \$5 a month.
- PECG officers are volunteers. None of the officers or board is paid. Paid consultant staff performs day-to-day operations.
- PECG is not affiliated with any other umbrella organizations (AFL-CIO, SEIU...). This keeps PECG dues some of the lowest to be found, especially when compared to average wages.
- PECG is a multifaceted professional organization. We work hard to maintain a professional image and fight to keep our status as professionals.

Paying Dues:

- Allows for an inclusive and representative organization to handle all your employment needs, based on merit and qualifications as required by law.
- Allows through your elected representatives to highlight the importance of professional government services relating to public works projects
- Provide the means to fight the battles in the legislature, courts and media on your behalf.
- Reduces the financial burden when everyone pitches in and contributes to a united and stronger approach when fighting important challenges to our profession.
- We have created an extensive and aggressive program in the community, the legislature, the media, and the transportation industry to ensure our members and the public are protected from wasteful and dangerous practices.
- Ensures that there would be a collective and well resourced effort to defend your benefits even upon retirement. There have been multiple attempts in the past and more are now in the works to curb your retirement benefits. PECG will defend your retirement benefits more efficiently with everyone's support.

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For any questions, please contact your Section's Leadership or any member of the PECG Membership Committee.

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