

Public Employees Union, Local 1 FAQ's

Q: Why is Public Employees Union, Local 1 looking to affiliate?

A: The Board of Directors of Public Employees Union, Local 1 has recognized that, in order to maintain its unmatched level of service to its members and accessibility to your union, it must make structural changes to its business model.

Q: Who is Public Employees Union, Local 1 looking to affiliate with?

A: AFSCME – The American Federation of State, County, and Municipal Employees

Q: Why did Public Employees Union, Local 1 choose AFSCME?

A: At the direction of the Board, Local 1 Staff began exploring affiliation with several AFL-CIO affiliated unions. Following those conversations and careful consideration of the values of Public Employees Union, Local 1, AFSCME emerged as the best fit. Public Employees Union Local 1 represents public employees in a wide variety of classifications in California. AFSCME represents public employees in a wide variety of classifications across the United States and is the nation's largest public sector union. Our missions are in line, our values are shared and our members perform similar work.

Q: What are the benefits of Public Employees Union, Local 1 affiliating with AFSCME?

A: AFSCME is the nation's largest public service workers union. Affiliation increases bargaining power, political influence, provides access to previously-unavailable resources in a number of operational areas as well as added protections from predatory unions.

Q: What happens if Public Employees Union, Local 1 Members choose not to affiliate and maintain its current business model of independence?

A: The reality of remaining independent is impractical both financially and operationally. The Committee, Board and Local 1 Members currently have the opportunity to choose an affiliate to grow their union while remaining autonomous (self-governing). Local 1 cannot sustain the constant attacks by predatory unions seeking to increase their bottom line and will eventually succumb to their efforts.



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Q: What does affiliation look like for Public Employees Union, Local 1 Members?

A: Local 1 Members will continue to receive high quality representation and will gain access to the resources of an international union. Members will have access to training and development opportunities as well as access to AFSCME ADVANTAGE, AFSCME's member benefits program.

Q: Which union will I belong to if the members approve the affiliation, Public Employees Union, Local 1 or AFSCME?

A: Public Employees Union, Local 1 will remain your exclusive bargaining representative and you will remain a member of Local 1. In addition, through a direct affiliation with the AFSCME International, Local 1 members will enjoy full membership rights in AFSCME. Local 1 is not affiliating with another AFSCME Local Union and Local 1 has no intention of being absorbed into any other AFSCME Local Union. We will operate as Local 1.

Q: If I have a complaint against the union who do I go to, Public Employees Union, Local 1 or AFSCME?

A: Public Employees Union, Local 1 remains your exclusive bargaining representative. The structure of Local 1 will also appear the same for a seamless transition. Local 1 will retain its autonomy in the conduct of its internal affairs.

Q: Are my dues increasing?

A: Local 1 seeks to continue providing high quality service at a competitive dues rate while maintaining our autonomy. The reality is that our dues structure has not changed since the 1980s, 1% dues are unsustainable and we must increase our dues to respond to the reality of the actual costs of operating a Union.

Local 1 is and remains responsible for the setting and collecting of dues as outlined in our bylaws and any dues increase is subject to membership approval.

Q: Will Local 1 keep its current staff?

A: Local 1 will retain its autonomy, including its ability to make staffing decisions. All employees will remain directly employed by Local 1



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Q: Will my Business Agent change, again?

A: Local 1 is staffed with professional and experienced Business Agents that are capable of representing member issues. While it is ideal to assign Business Agents to particular units allowing the opportunity to build relationships with the membership, operational necessity may demand a need to change assignments from time to time.

Q: When will the affiliation take place?

A: Public Employees Union, Local 1 is in the last stages of negotiating the AFSCME Affiliation Agreement which will be presented to the Executive Committee. Once the tentative agreement is signed, it will be presented to the Board for review and then to the membership for a vote.

Q: How will the affiliation occur?

A: By majority vote of the membership by secret ballot to approve the Affiliation.

