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PEF 101

Handbook

"Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided benefits. Through collective bargaining and grievance procedures, unions have brought justice and democracy to the workplace."

**– John F. Kennedy
August 30, 1960**

WHY SHOULD I JOIN PEF?

► BECAUSE RANK AND FILE MEMBERS ARE THE BACKBONE OF OUR UNION! THAT'S WHY!



We are the professional employees of NYS and there is no greater show of power than when we rise up and stand together in solidarity to promote common interests and goals. Our strength is in our numbers! When PEF members join together, we speak truth to power and level the playing field in the workplace to make it better for all of us.



Being a PEF member means security, protection and bargaining rights at the negotiating table—and as the saying goes, if you're not at the table, then you're on the menu!

► HOW PEF UNION DUES WORK FOR YOU

Every dues dollar helps defend our voice, our values, and our union. PEF dues have not increased in decades. They are less than 1% of your salary.

- 33%** Negotiating **FAIR CONTRACTS** that provide Better Pay and Benefits and a Secure Retirement
- 16%** **EMPOWERING MEMBERS** and Divisions with Expertise, Resources, and Infrastructure in all regions of NYS
- 14%** Advocating for Good Government and against Privatization to ensure cost-effective PEF skilled services for NYS taxpayers
- 14%** Ensuring that **PEF'S VOICE CARRIES POWER** and is heard and respected by Executive and Legislative Leaders
- 10%** Providing Civil Service Enforcement, **WORKPLACE HEALTH AND SAFETY**, Legal, and other support to help Members defend their rights and enforce our contract
- 7%** **AMPLIFYING PEF POWER** and Influence by Partnering with National and International Unions and Community Leaders
- 6%** Providing Professional Development, **CONTINUING EDUCATION**, Training, and Customized Programs to PEF Members in Diverse, Specialized Sectors

WHY WOULD YOU WANT TO STAND ALONE when you can speak with one voice amplified by a membership—50,000 strong—to demand fair wages and benefits and safe and healthy workplaces? Standing side by side, PEF members advocate and secure wins and benefits such as competitive raises and low cost employer-paid health care benefits, valuable resources like tuition reimbursement, and access to grievances and disciplinary procedures to protect you and your fellow union members. PEF has fought for and won much needed pension reform, secured the opportunity for expanded telecommuting and fought for the health and safety of our members throughout this global pandemic. We provided our members with much needed protective gear when the State failed to do so. We fought for quarantine leave, 2.5x overtime pay for our heroes on the front line and so much more.

PEF represents approximately 50,000 NYS Professional, Scientific, and Technical employees. We cover over 3,000 different titles in every state agency. Some of the titles we represent are: Nurses, Social Workers, Doctors, Engineers, Counselors, Parole Officers, Lawyers, IT Specialists, Teachers, Hab Specs, and Therapists.

As an active PEF member, one of your most important jobs is to vote on your collective bargaining agreement. This is critical. Your union contract provides a clear roadmap of your rights and benefits. This legal and contractually binding document is worth millions of dollars when you add up benefits such as sick and vacation time, salaries, and benefits like health care, dental and vision, professional development and licensing, certification and testing reimbursements and much more.

With your PEF contract, raises are negotiated for the contract term. PEF

engages with its members through surveys, meetings, and town halls. PEF finds out what is important to you and your loved ones and pushes for those priorities at the bargaining table.



As a PEF member, you will always have someone to turn to and you will never be alone. From your local stewards

to your field representative, we will be there to support you. Whether you are dealing with a difficult supervisor or have health and safety issues at your work location, PEF leads the way to make things better on the job. We take on fights against bullying and workplace violence, we push back against budget cuts, short staffing and facility closures. We are also politically active—facilitating letter-writing campaigns, meeting with key legislators and organizing testimony on issues important to your job and working conditions.

In addition to all of our activism, PEF makes it easy to access fantastic deals through PEF Membership Benefits, such as home/auto/life insurance; short and long term disability, free or low-cost college, legal and financial assistance, reduced price travel, entertainment and theme park tickets, and much more to improve the lives of you and your loved ones.

At every level of PEF, members ARE in charge. From the Local Shop Steward to Division or Regional Leaders to President, this is our union. So get involved, get active, and join PEF!

► WWW.PEF.ORG/JOIN