

## **Why Employees Cannot Trust Operating Engineers Local 3 and Should Vote NO**

Operating Engineers Local 3 (OE Local 3) claims to represent the best interests of its members, but growing concerns have led many employees to question the union's transparency, effectiveness, and fairness. Below are key reasons why employees should consider voting NO against unionization with OE Local 3:

### **Lack of Fair Representation**

- Union leadership often favors certain members, creating an unequal and unfair environment.
- Complaints and grievances frequently go unanswered or are mishandled, leaving workers without support.

### **Financial Mismanagement and Dues Concerns**

- High union dues are collected without clear accountability for how funds are used.
- Union officials often receive generous compensation while rank-and-file members see few tangible benefits.

### **Weak and Disappointing Contracts**

- Contracts negotiated by OE Local 3 have historically failed to secure meaningful pay raises or benefits.
- Union has been unable to stop layoffs or prevent outsourcing of jobs, leaving members vulnerable.

### **Poor Communication and Member Involvement**

- Union decisions are made behind closed doors with little input from the broader membership.
- Members are often left uninformed about critical decisions that affect their livelihoods.

### **Ethical and Integrity Concerns**

- Past allegations of corruption, favoritism, and misuse of power have gone unresolved or ignored.
- Members who question or criticize union practices may face retaliation or exclusion.

### **Lack of Democratic Reform**

- Leadership remains entrenched, discouraging fresh voices and meaningful change.
- Union elections are often opaque and difficult to participate in, stifling member engagement.

## **Conclusion: Vote NO**

Employees deserve honest, transparent, and effective representation—qualities that OE Local 3 has repeatedly failed to deliver. By voting NO, workers can reject a system that puts union leadership above member needs and send a clear message that real accountability and fairness matter. It's time to stand up for a better path forward. **VOTE NO ON JULY 14, 2025**