

**CONTRA COSTA COUNTY
BARGAINING UPDATE****JANUARY 19, 2010**

As expected we were not able to conclude contract negotiations prior to January 1 and the start of higher medical premium contributions for our members. We had a very hectic bargaining schedule before the New Year, but could not make progress on our basic proposals because the decision makers were on holiday. Our Negotiating Team has been meeting nights and weekends to work towards putting together all of the elements of a first contract.

The County has given us a comprehensive DRAFT MOU that is represented as including all current terms and conditions of employment that were codified under the Management Resolution. This document includes our proposal for voluntary payroll deduction to our T.J. Anthony Political Action Fund and a grievance procedure with binding arbitration of grievances and discipline. Previously, as unrepresented employees one could only appeal discipline to a very unsatisfactory process conducted by the Merit Board. This will be a big plus to union representation and give us the power to effectively fight unfair disciplinary actions.

We have made various proposals on items typically found in a union contract but that our missing from the County's proposals and the previous Management Resolution. Our proposals include union security including maintenance of membership provision and agency shop for represented non-management employees. We also made proposals for "on-call pay" and "call-back pay" to apply County-wide.

The main sticking point in bargaining is still healthcare premiums and furlough days. Unlike most County employees, our members are not subject to furlough days because we have not agreed to them. As we know, the Coalition negotiated a better deal for healthcare that covers 50% of medical inflation and any increase above an 11% premium increase is covered fully by the County. The Coalition unions, however, agreed to furlough days that we have not agreed to and for which the County wants us to take over a shorter period of time than the Coalition unions. Further complicating the picture is that the CNA represented nurses (supervised by Local 21 represented nurse managers) were able to extend their contract, avoid both cuts to medical benefits and imposition of furloughs by giving up a scheduled raise.

We have proposed the same healthcare package as CNA and objected to any compression of furlough days if agreed to as part of a package.

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