

## Riverside County Bargaining Update (December 23, 2016)

On Wednesday your Bargaining Team met with the County to review the final portions of the County's comprehensive proposal.

There was little in the County's proposal with which we could agree. The consistent theme is the County wanting concessions that harm over 7,500 people in exchange for a couple of items that benefit 20 or 30 people. To our minds, those are not good faith proposals. We have said all along that any concessions to which we would agree would have to include benefits of similar proportion.

Our next meeting is not until the 23rd of January. I expect things to heat up a bit after that point. Both sides will have reviewed (and pretty much rejected) the other's proposals. After serious counter proposals are exchanged, we'll have a clearer sense of whether the County is serious about wanting to negotiate a contract, or whether they just want to drive the process to impasse and impose on us. Obviously we would prefer to engage in a good faith bargaining process, but if that is not available to us, we are prepared for a more lengthy and contentious undertaking.

We will post an update after our next bargaining session. More information will also be available at January's membership meetings, so we hope to see as many of you there as possible.

On another note, the entire Staff and Executive Board of Local 777 want to express our wishes for the happiest of holiday seasons for you and your families. May your holidays be safe, fun, and joyous.

All of us consider ourselves fortunate to be part of this organization and, even with the uncertain challenges of the coming year, we are confident that the women and men of this Union will prove tough enough to deal with anything that comes at us.

With Wishes for a Happy New Year,

Stephen Switzer, Business Manager