

ESC Local 20 Sonoma County Reaches Tentative Agreement, Bargaining Team Recommends “YES” Vote



July 10, 2019

After 25+ bargaining sessions, 7 months of Blue Tuesdays, countless appearances at the Board of Supervisors, a rocking informational picket and more, we have a TA we can be proud of. And you did it! Your steadfast support and active participation gave the bargaining team the power it needed to bring home a SUPER STRONG Tentative Agreement that includes:

- ✓ Four-year deal with COLAs each year: 3% in year 1, 3% in year 2, between 2 – 4% in year 3 and between 2 – 4% in year 4
- ✓ Equity increases for all classifications, with an emphasis on the classifications that did not receive previous adjustments
- ✓ Increased County-Paid Contribution to medical benefits
- ✓ 8 weeks Paid Parental Leave
- ✓ Increased Bilingual Premium Pay
- ✓ New “Phone Work” compensation provision
- ✓ Retirement Benefits Committee
- ✓ At least two “Contractor Performance Feedback” sessions each year at the Labor Management Committee
- ✓ Increased Union Release Time and ability for members to donate time

Your volunteer Bargaining Committee was resilient and unified, working long hours, many on their own time, to achieve this agreement that includes many benefits increases and provisions that will protect our interests for years to come. Thank you to the Bargaining Committee and *all* the union members who stood strong and took action to get the contract we deserve!

Ratification Meetings and Vote Details

Only dues-paying Union members are eligible to vote. Union cards will be available at all meetings for those who want to change their status and vote.

ALL VOTING FOR THIS TENTATIVE AGREEMENT WILL BE IN PERSON; NO BALLOTS WILL BE SENT BY MAIL NOR WILL YOU BE ABLE TO MAIL YOUR BALLOTS IN.

[Download ballot and voting instructions.](#)

Print the ballot & deliver it at one of the five information and voting meetings listed below, or attend a meeting and pick up a ballot at the meeting.

If you cannot attend any of the meetings, follow these directions:

1. [Print](#) your ballot.
2. Mark your ballot “yes” or “no.”
3. Do not write anything else or mark the ballot in any other way.
4. Place the ballot in a plain unmarked envelope.
5. Seal the envelope.
6. **DO NOT WRITE ANYTHING ON THE OUTSIDE OF THIS ENVELOPE.**
7. Place the sealed plain unmarked envelope inside a second plain unmarked envelope.
6. Print your name on the outside of the second envelope.
7. Deliver your envelope to a Bargaining Team Member (names and emails below).

INFORMATION AND BALLOTING MEETINGS

FRIDAY	7/12	11:30 – 12:30 625 5 th Street, City View Room (with lunch)
MONDAY	7/15	11:30 – 12:30 625 5 th Street, Riley Room, 2 nd floor (with lunch; meet on the first floor for visitor passes)
MONDAY	7/15	5:00 – 6:00 625 5 th Street, City View Room (with dinner)
TUESDAY	7/16	11:30 – 12:30 The Lakes BBQ Area (with lunch)
TUESDAY	7/16	12:30 – 4:30 The Lakes BBQ Area (ballot drop only)
TUESDAY	7/16	5:00 – 6:00 The Lakes BBQ Area (with dinner)

BARGAINING TEAM

Amanda Aaron:	Amanda.Aaron@Sonoma-County.Org	Carley Moore:	Carley.Moore@Sonoma-County.Org
Charlotte Fess:	Charlotte.Fess@Sonoma-County.Org	Darcy Bering:	Darcy.Bering@Sonoma-County.Org
James Alexander:	James.Alexander@Sonoma-County.Org	Jane Paul:	Jane.Paul@Sonoma-County.Org
Jen Keegan:	Jennifer.Keegan@Sonoma-County.Org	Jennifer Law:	Jlaw@Schsd.Org
Jon Akre:	Jon.Akre@Sonoma-County.Org	Judi Toogood-Reynolds:	Jtoogood@Sonoma-County.Org
Lisa Lamb:	Lisa.Lamb@Sonoma-County.Org	Maria Pacheco:	Maria.Pacheco@Sonoma-County.Org
Nancy Martin:	Nemartin@Schsd.Org	Natalie Rogers:	Natalie.Rogers@Sonoma-County.Org
Patricia Thomas:	Patricia.Thomas@Sonoma-County.Org	Relyn Carrera:	Relyn.Carrera@Sonoma-County.Org
Siobhan Maciver:	Siobhan.Maciver@Sonoma-County.Org	Todd Hart:	Todd.Hart@Sonoma-County.Org