

OCEA 2018 COUNTY NEGOTIATIONS SURVEY

SEPTEMBER 2017

It seems like just yesterday that we wrapped up negotiations for our 2015-2017 contracts with the County, providing significant economic improvements for employees in every County bargaining unit represented by OCEA. By standing together and showing the County we are strong and unified in our efforts to achieve a fair contract, we negotiated an agreement that contained the following:

- A 4.5% wage increase when the contracts were adopted by the Board of Supervisors;
- A 2.5% increase in July 2016;
- Another 2.5% increase in July this year;
- \$500.00 holiday bonuses in 2015 and 2016;
- Another \$500.00 holiday bonus just around the corner later this year; and
- OCEA was the only labor organization representing County employees to resist the County's pressure to eliminate annual leave.

Our next round of negotiations will commence next year, and we are already preparing to continue the momentum we have built together. We need your help to establish bargaining priorities, both Countywide and for your bargaining unit and classification. By demonstrating your investment in the negotiations process, together with that same investment by thousands of your co-workers, we can collectively demonstrate to the County that we are strong, that we are united, and that we will stand shoulder to shoulder to achieve a fair and equitable contract.

PLEASE RETURN THIS SURVEY BY 5 P.M. FRIDAY, SEPT. 29: IN PERSON OR BY MAIL to OCEA, 830 N. Ross St., Santa Ana, CA 92701, or ONLINE at www.oceamember.org/2018survey

1. Rank the following potential bargaining issues in order of importance to you (1 = most important):

- _____ Fair wage increase
- _____ Preservation of annual leave
- _____ Improved health care plan design
- _____ Lower health care costs
- _____ Wellness program with incentives instead of penalties
- _____ Preservation of retirement security
- _____ Other potential bargaining issues of importance to you

2. The County has indicated it would like to eliminate the annual leave program and establish a sick and vacation program in its place. We understand annual leave is a critical issue for many of you. Please share your insight about the aspects of the annual leave program that are most important to you that you think would be helpful as we bargain over this important issue. Conversely, if you have a different opinion or additional thoughts about annual leave, please include it here.

3. How do you think County health plan offerings could be improved to provide better value to you?

4. What are some issues related specifically to your job classification, division, department or work location that you would like to see addressed during bargaining?

5. Please provide additional issues you would like to address during 2018 negotiations?

6. OCEA will be communicating specifically to workers via text message about negotiations. Would you like to receive exclusive text messages about bargaining this cycle?

Yes Cell Phone () - _____

Name

Classification

Department

Work Department

Thank you for joining your co-workers across the County and completing the 2017 OCEA County Negotiations Survey

STRONGER TOGETHER —
TOGETHER WE WIN



ORANGE COUNTY EMPLOYEES ASSOCIATION

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