



ORANGE COUNTY EMPLOYEES ASSOCIATION

830 N. ROSS ST., SANTA ANA, CA 92701 • (714) 835-3355 • (714) 835-7654 FAX • OCEA.ORG

June 25, 2019

Orange County Sanitation District Board of Directors:

We the undersigned, members of the OCEA Bargaining Team, represent workers in the District's Administrative, Technical, and Engineering bargaining units. First, we would like to thank all of you for your public service to our community through your service on the Orange County Sanitation District Board of Directors. We respect and appreciate the responsibility you all have to the residents of Orange County.

We are submitting this letter so you can hear directly from your workers about the current status of contract negotiations. Since January of this year, the District has been in negotiations with OCEA, 501, and SPMG. While each bargaining unit negotiates separately and has its own unique set of priorities, we do share a common main priority—wages.

The staff of the Orange County Sanitation District work every day to advance the mission of the District. We are public servants who proudly serve the community by protecting public health and the environment by providing effective wastewater collection, treatment and recycling. This year commemorates a special anniversary, 65 amazing years of service. This milestone could have never happened without the contributions of the dedicated, hard-working, committed men and women who make up the District's workforce, and their history of working hand in hand with the District.

The District has long been a leader in innovation when it comes to the environment and public health. The world class infrastructure of the Orange County Sanitation District requires the best and brightest to ensure we are completing the mission the public has empowered us to accomplish. As a reflection of our success, both the Sanitation District and the Water District have often hosted water quality leaders from around the world seeking to understand the intricacies of the work we do so they can adopt our level of performance and expertise in their own jurisdictions.

Sadly, as public servants dedicated to our community, we find it increasingly difficult to meet the rising cost of living in Orange County. In addition, the competition for experienced professionals continues to grow. The District must remain a destination employer which attracts the best and brightest public servants in the region. Offering competitive wages and benefits is not only part of the mission of the Sanitation District, it is essential to maintaining a high-functioning skilled workforce.

The undersigned represent the diverse group of public servants who make up the District's workforce. We respectfully request that the Board demonstrate its commitment to its workers of the district by providing a 3% wage enhancement for each year of the agreement. At the bargaining table, we have offered several creative solutions to conclude negotiations but have not yet been able to come to an agreement. Our request for 3% wage increases is fair, consistent with the current market, and most importantly, would reflect the Board's appreciation and respect for the workers essential to the District's continued excellence.

Respectfully,

Dana Andrews

Reed Calvo

Bea Mitchell

Joe Vallone

Mickey Whitney

LEZLEE NEEBE, PRESIDENT • **JUDY BOWLING**, 1ST VICE PRESIDENT • **BUTCH GARCIA**, 2ND VICE PRESIDENT
CHRIS PREVATT, SECRETARY • **ANJALI ESSOE**, TREASURER • **MARIA CORONA**, INSURANCE OFFICER