

***Your Bargaining Team & Contract Action Team Recommend:***

# **YES** For a New Contract

## ***A Message from Your Bargaining Team:***

*Considering the economic circumstances during which we negotiated, the Bargaining Team unanimously recommends a Yes vote on this Tentative Agreement as the best way to maintain conditions and stop further losses. It protects our essential benefits as well as the essential services we provide to our community, and leaves the door open for a global resolution to our health care issues next year.*

*The state budget crisis has put the squeeze on Sonoma and every other county in California. In this light, preserving the status quo counts as a victory compared to the devastating losses suffered by workers in other areas. It's a sad truth, but a reason for us to be satisfied nonetheless.*

*We have been bargaining since February 2008 but have been meeting*

*as a team for a full 23 months. We bargained through a strike vote and an imposition and one of the most challenging eras of labor relations in Sonoma County history.*

*We look forward to this agreement serving as a bridge into a new era and a return to good relations between the county and its workers.*



*"As part of the bargaining team, I recommend voting Yes to accept our contract. It's been a very tough year and a half of bargaining. We were able to fend off a lot of take-aways to mostly preserve the status quo. Given the state and county budget deficits, holding the line for a year is better*

*than another year of imposition and the possibility of deeper cuts."*

***George Dresnek, Bargaining Team  
Community Services Officer, Sheriff's Dept.***

*"Given the budget issues in the state and county, this MOU gives us one of the best in the northern California counties. It minimizes layoffs. We're not taking pay cuts like some are, we still have health care, and we're taking care of families who have health care needs. With a one-year*

*term, we'll be able to renegotiate if circumstances become more favorable."*

***Jerry Newman, Bargaining Team  
Social Worker, Family Youth & Children***



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- 1) Times & Locations for Information Meetings & Voting***
- 2) Contract Summary***
- 3) News & Updates***

***Member Resource Center 1-877-OUR-1021***



"I am voting for the contract because it provides some immediate relief to the families most burdened by the change in health coverage."

**Chip Atkin,**  
**Contract Action Team**  
**Social Worker,**  
**Human Services**  
**Agency**  
**Sonoma COPE Chair**

"In this difficult economy, I think this contract gives us a year of protection. It leaves open the opportunity to improve our health care in the coming year."

**Marcus Stobbe,**  
**Bargaining Team**  
**Social Worker,**  
**Adult & Aging**



# YES For a New Contract



"Given today's economic realities and the circumstances under which we bargained, this is the best contract we could have gotten. There was no continuity from contract to contract; instead, we bargained out of an imposition that came from a time when management said 'no' to

everything. We succeeded in mitigating the terms of the imposition and kept the door open to renegotiate next year, when hopefully the economic climate will be better."

**Andre Bercut, Bargaining Team**  
**Child Support Officer, DCSS**

"I recommend a Yes vote on our one-year contract. During these tough economic times, we are providing health care relief for families. A short-term contract will allow us to go back to the table early next year to resolve some difficult problems."

**Bob Moffett, Bargaining Team**  
**Office Assistant II, HSA**



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