



COUNTY EXECUTIVE OFFICE • COMMUNICATIONS
PRESS RELEASE

333 W. SANTA ANA BLVD. • SANTA ANA, CA 92701 • WWW.OCGOV.COM

FOR IMMEDIATE RELEASE
March 25, 2014

Contact: Jean Pasco
(714) 834-7218
jean.pasco@ocgov.com

Contract with Largest County Union Approved

The Board of Supervisors unanimously agreed Tuesday to a new contract with the Orange County Employees Association, the largest union representing general County employees. All eight employee units represented by OCEA previously voted to ratify the contract.

The agreement, which was proposed by a mediator during lengthy negotiations, runs through June 30, 2015, and calls for an immediate 1.25% salary increase with another 1.25% bonus paid in April. OCEA represents 11,808 of the County's 17,400 workers.

The pay increases are consistent with what was accepted by County managers last year.

"This has been a long and difficult process that led to both sides accepting a mediator's proposal," Board of Supervisor's Chairman Shawn Nelson said. "There are points that each side likes and dislikes. But we're thankful that the mediator was able to bring us together for a compromise solution."

The contract will generate about \$4 million in net cost to the County, compared with the nearly \$2 million in savings that had been sought. But the County was successful in persuading OCEA to implement changes needed to reign in the escalating costs of health insurance plans.

All bargaining groups were asked to accommodate those changes to achieve critical cost-savings. Additionally, the Board of Supervisors asked all groups to pay their full employee share toward their pensions, something OCEA members have done for years.

During the negotiations, the Board repeatedly attempted to persuade the State to unlock more local tax dollars for the County, which could then be used for raises. The argument was unsuccessful with State officials.

Also on Tuesday, supervisors ratified a new contract with the Internal Union of Operating Engineers, which represents 139 trades workers.

###