

Riverside County Bargaining Update (July 12, 2017)

After our last meeting with the County, I posted that I thought the Board of Supervisors. (BoS), were finally willing to engage in a good faith bargaining process. Unfortunately, as it turns out, I couldn't have been more wrong.

Today the County gave us a Last, Best, and Final Offer, (LBAFO). An LBAFO is exactly what it sounds like. It is management declaring that they are finished with the bargaining process. and it is a take it or leave it proposition. The rejection of an LBAFO is usually followed by management's declaration of impasse.

We have not yet rejected the LBAFO because we need to give it a full and fair reading before doing so. Today your Bargaining Team started that process, page by page, but we were not able to get through the entire document. We are scheduling another day for us to finish the process.

All of that being said, it is not good, and in fact would scale back 20 years of progress we've made with the MOU. Indeed, we are not halfway through the LBAFO and it already is inferior to the piece of garbage contract we inherited from PERC just over 20 years ago. It appears that the BoS are intent on bombing us back to the Stone Age.

Those of you who know me can probably figure out where this is likely headed, however we will finish going through the entire document before making a formal announcement regarding our disposition toward the County's offer. This is out of respect for the bargaining process, and also because it is important that everybody on the team understands every piece of what the County wants to do to us.

**In Solidarity,
Stephen Switzer, Business Manager**