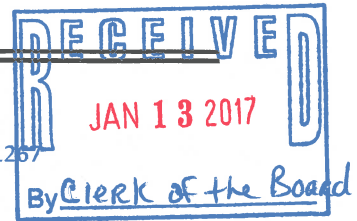




Public Employees Union, Local One

THE UNION FOR PUBLIC EMPLOYEES
ORGANIZED 1941

Mailing Address: PO Box 6783, Concord, CA 94524-1783
Union Hall: 420 N. Wiget Lane, Walnut Creek, CA 94598
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TO: Board of Supervisors, Contra Costa County
FROM: Public Employees Union, Local One/AFSCME, Cedric Porter, General Manager

We wish to bring to your attention what we believe to be a serious threat to the necessary and effective maintenance of the 430 County structures located in the 31 Cities, Towns and locations within Contra Costa County.

The maintenance of these assets is essential for both public safety and prudent asset management. That responsibility falls on the Public Works Department, Building Trades Unit, with a total workforce of 33 skilled maintenance workers.

Building Trades Unit Composition:

- Carpenters (Total workers 14)
- Electricians (Total workers 7)
- Painters (Total workers 6)
- Plumbers & Pipefitters (Total workers 6)

The size of the Building Trades Unit workforce has decreased from 49 skilled workers in 2005 to the current level of 33; a decrease of 32.65%. Work Order Requests in 2005 were 6,467; in 2015 Work Order Requests were 22,972. It is clear, with a brief review of the underlying statistics that the demand for reliable maintenance has dramatically increased. It is also important to note that these workers average fifty hours of overtime per worker each month. We believe that is not a prudent method of meeting increased demand.

The Union has challenged a violation of the Memorandum of Understanding (MOU) of a decision to unilaterally contract out necessary Bargaining Unit maintenance work, normally performed by skilled workers of the Building Trades Unit. Specifically, the Union has challenged a one year contract awarded to a private construction company with a bid of two million dollars. This is a "Response Contract", with the contractor performing maintenance work on an as needed basis, at the Contra Costa Regional Medical Center (CCRMC). The Regional Medical Center and its' eleven Health Centers are one of the largest requestors of repair work on aging facilities/infrastructure. The responsibility of CCRMC to meet State accreditation standards cannot be ignored or put off.

Building Trades workers are regularly deployed to CCRMC to perform necessary maintenance work when staffing levels permit. With a continuing shortfall of skilled workers due to a hiring freeze and an increasing demand for maintenance at CCRMC to meet state mandated regulatory accreditation requirements, we believe that the pressure of such demand led to a violation of the MOU.

Ultimately, if the Building Trades Unit is allowed to dissipate through attrition, the institutional memory and effective response to CCRMC needs will be seriously impacted, leading to greater risk to the hospital and the community. If there is increasing reliance on contracting out of badly needed maintenance, the financial cost to the County, as a result of such a policy decision, will dramatically increase. Unless this challenge is addressed, the service rendered by skilled workers who have an intimate knowledge of the many facilities will be lost thru a continuing gradual reduction in the workforce.

We firmly believe that this is a policy issue and not a request that the Board of Supervisors micro-manage the day to day operations of the County. We also believe that with dialogue and accurate information, this looming challenge can be resolved. However, we need your inquiry and your policy expertise to address this important issue we are all facing.

Respectfully,

A handwritten signature in cursive script, appearing to read "Cedric Pat". The signature is written in black ink and is positioned below the "Respectfully," text.



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Stronger Together

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January 4, 2017

Email: Glynis.Hughes@cao.cccounty.us
Barbara.Faulkner@cao.cccounty.us

Re: Step 3 Grievance – Contracting Out of Bargaining Unit Work

Dear Ms. Driscoll:

Pursuant to Section 25.1 of the current Memorandum of Understanding, (MOU) between Contra Costa County and Public Employees Union, Local One, (“Union”); having been unable to resolve the above referenced grievance, the Union hereby files at Step 3 of the Grievance Procedure on behalf of all workers represented by the Union who are members of the Building Trades Bargaining Unit.

This grievance is being filed as a result of a violation of the MOU resulting in the contracting out of Bargaining Unit work being performed by Otto Construction at the Contra Costa Regional Medical Center in Martinez, CA and possibly at other unknown locations. The work identified has rightfully and historically has been performed by members of the Building Trade Unit. The Union asserts that the County has violated the MOU including but not limited to, Section 1 - Union Recognition and the Meyers-Milias-Brown Act, Section 3505 which requires the County to “*meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of such recognized employee organizations*”. The Union seeks payment of wages to members of the Building Trades Bargaining Unit for all hours worked in violation of the MOU.

As the parties had mutually agreed waive the time limits, in accordance with Section 25.4, I am now giving notice of our intent to proceed to Step 3 of the Grievance Procedure after a period of 5 business days from the date of this communication.

Please contact me to schedule a Step 3 meeting after the waiting time of 5 business days. I can be reached at (925) 228-1600 or by email, blubo#peu1.org. I look forward to hearing from you.

Respectfully,

A handwritten signature in blue ink that reads "Barry Luboviski".

Barry Luboviski, Senior Business Agent

cc: Mr. Cedric Porter, General Manager, via email: cporter@peu1.org

Mr. George Petko, Union Steward, via email: choctawg@gmail.com

Mr. Dave Duet, Facilities Manager, C.C.C. Health Services, via email: Dave.Duet@hsd.cccounty.us

