

Central Labor Council

Contra Costa County AFL-CIO

Executive Officers

Steve Older, *IAM D.L. 190*
President

Kevin Van Buskirk, *SMW 104*
Vice-President

Dan Jameyson, *SEIU 1021*
Secretary-Treasurer

Bambi Marien, *UFCW 5*
Sergeant-at-Arms

December 7, 2020

The Honorable Chair Candace Andersen;
Vice-Chair Diane Burgis;
Supervisor John Gioia;
Supervisor Karen Mitchoff; and
Supervisor Federal Glover;
Board of Supervisors
651 Pine Street
Martinez, CA 94553

Executive Board

Rebecca Band, *IBEW 1245*

Brian Fealy, *IAM 1173*

Demetrio Gonzalez Hoy, *UTR*

Sue Guest, *IFPTE 21*

Gabriel Haaland, *SEIU 1021*

Felix Huerta, *IUOE 3*

Tim Jefferies, *IBB 549*

Anita Johnson, *MDEA*

Doug Jones, *SEIU-UHW*

Tom Lawson, *UA 159*

Michael Nye, *CARA*

Nadine Peyrucain, *AFSCME Ret.*

Tracy Scott, *USW 5*

Rachel Shoemake, *IBEW 302*

Vince Wells, *IAFF 1245*

Jonathan Wright, *IFPTE 20*

Dear Board of Supervisors,

We, the undersigned unions, are writing to express our deep disappointment and serious concerns for the future of Contra Costa County public services due to the Board of Supervisors' selection of Monica Nino for the position of Contra Costa County Chief Administrative Officer (CAO). As the collective representatives of more than 8,000 Contra Costa County employees, we stand united in our belief that Ms. Nino's track record at San Joaquin County as an austerity-focused, anti-working people, union buster should disqualify her from any position within Contra Costa County.

We are equally dismayed by the non-transparent process of Ms. Nino's selection. Several unions in this coalition represent members employed by San Joaquin County. Had the County reached out to those unions to verify her track record, the County would have learned their experience with Ms. Nino's tenure has been marked by hostile relations, bad faith bargaining, concessionary demands in good times and bad, and a general refusal to support the workers whose dedicated service to San Joaquin County and its residents during an unprecedented pandemic has protected the public's health and saved lives. As the San Joaquin County Administrator, Ms. Nino has:

- Spent County financial resources on union-busting, earmarking \$4 million earlier in the year and another \$4 million to hire scabs for two separate strikes, rather than reaching a fair contract with nurses, in 2020;
- After a five-day strike, rather than returning to the bargaining table, unilaterally implemented a policy of cancelling health-care coverage for nurses not working 41 hours in the previous pay period, and in the midst of a pandemic;
- Made hundreds of thousands of dollars per year while refusing to bargain fair contracts for workers: imposing contracts on corrections officers for five years, forcing deputies to work for four years without contracts, nurses for three, and doctors for more than one;
- Responded to orderly, lawful picketing and leafleting with Sheriff's Deputy escorts and SWAT teams in Board of Supervisors meetings;

Council Staff

Josh Anijar
Executive Director

Joe Summers
Political Director

- Historically grossly overestimated County expenses and grossly underestimated revenues.

In recent years, the relationships in Contra Costa County between the Board of Supervisors, CAO David Twa, and the unions and workers we represent has been collaborative and mostly positive. Working people put massive effort into passing Measure X this year, which will bring the County \$100 million annually in new revenue to bolster the County Hospital and health services, fire and emergency response, programs for seniors and youth, and other social safety net services the public cited as critical ongoing needs. In the midst of the COVID-19 pandemic, the union members we represent have sacrificed for months on end to ensure the County's residents continue receiving vital services.

When David Twa's retirement was publicly announced over the summer, the Board of Supervisors promised that the process of finding a successor would be transparent and would involve all the relevant stakeholders. Our unions represent more than 8,000 unionized workers in the County and work directly with the County Administrator on policies, budgets, and union contracts. Yet we in organized labor only learned of the Board's selection of Ms. Nino as the new CAO via a press release. Whether intended or not, excluding County workers and their unions from input over such an important decision disregards the positive relationships between the Board, CAO, and worker unions that we have forged over recent years. Moreover, given Ms. Nino's track record in San Joaquin County, we can't help but perceive the choice as an act of hostility and a clear signal the Board does not desire continuing a genuine partnership with its workers and their unions moving forward.

In the interests of avoiding unnecessary labor strife that could harm Contra Costa County services and residents, we hereby ask you to choose a more collaborative, productive path. We ask that this job offer immediately be rescinded and that the County meaningfully engage with labor partners and other stakeholders in a transparent search for qualified candidates who will better fit the collaborative service delivery model we have all worked so hard together to accomplish.

Sincerely,

Contra Costa Labor Council, AFL-CIO
AFSCME Local 1
AFSCME Local 512
AFSCME Local 2700
California Nurses Association
IFPTE Local 21
SEIU Local 1021
SEIU Local 2015
Teamsters Local 856
Contra Costa County Defenders' Association
Physicians' and Dentists' Organization of Contra Costa