County Workers Declare Impasse Over Fair Treatment

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For Immediate Release - The Union representing approximately 1,000 Shasta County employees in the General Unit announced that it has reached an impasse in negotiating a new contract.

According to Union Negotiator Steve Allen, the parties have had numerous bargaining sessions since negotiations began earlier this year but have been unable to reach agreement on many issues. The prior labor contract expired at the end of April.

“We have an unusually large number of unresolved issues, stated Allen in a news release. “All of our issues are about fair treatment of the employees by the County.” Allen gave several examples of issues that are in dispute:

- Pay increases are in dispute. Our members have helped the County budget maintain services by paying 7% out of their checks. It is not fair that the County has not agreed to fully restore this concession and begin reasonable annual cost of living increases. Many of our Shasta County members are also paid less than market rate for the same jobs.
- Our members are charged a $686 annual fee that other County employees such as supervisors and managers do not. We represent the lowest paid County workers and it is unfair that they are charged this fee when their bosses do not have to pay it.
• When our members are denied a request to work a different work schedule such as a 9/80 or 4/10 schedule we ask that the reasons for the denial be put in writing but have been denied this simple request. It is not fair that County managers refuse to explain their decision in writing.

The California Public Employment Relations Board (PERB) has assigned a mediator to meet with both teams in an effort to resolve the impasse. The first mediation session is scheduled for Wednesday, October 19th. If mediation does not resolve the dispute the Union has the option to proceed to a fact-finding hearing and ultimately a work action such as a strike.

Please contact Steve Allen at the above contact information with any questions.

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