



ORANGE COUNTY EMPLOYEES ASSOCIATION

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June 22, 2022

Orange County Sanitation District Steering Committee
10844 Ellis Avenue
Fountain Valley, CA 92708

SENT VIA EMAIL

Orange County Sanitation District Steering Committee Member,

The Orange County Employees Association (OCEA) is comprised of administrative, technical, and engineering workers who proudly serve the Orange County Sanitation District with professionalism and pride. Over the past three years workers have faced unprecedented challenges. The COVID-19 pandemic impacted every resident and business in our County, and Sanitation District workers experienced the same uncertainty and fear as the rest of the community and more. Lack of safety, economic turmoil, and overall uncertainty were all rampant, yet throughout the pandemic, frontline workers provided essential services to the residents and businesses of Orange County.

The Orange County Sanitation District has the highest of standards and provides world class services. These services are a result of the collaborative team effort taken by every person that is part of the organization. OCEA members at OC San love working for the agency, but frontline workers continue to face unprecedented challenges. Currently the cost of living in Orange County has grown beyond anything we have seen in decades. **In order for the Orange County Sanitation District to continue to recruit and retain the best public sector professionals, the District needs to collaborate with OCEA to address this challenge.**

The cost of everyday living has increased almost 10% since last year. Items such as gas, food, and everyday staples have increased dramatically. It costs more and more for our members to come to work. OC San can specifically address these issues by: Providing higher increases in the first year of the agreement; committing to permanent telework arrangements; and providing fair wage growth each year of the agreement. On June 22nd, the OC San Bargaining Team and OCEA agreed on the framework of a tentative agreement. This framework balances the unique challenges facing the workers and the OC San. We know this important investment in the workers will contribute to the long-term health of OC San now and in the future.

We hope the Orange County Sanitation District Steering Committee will support this tentative agreement.

Sincerely,
OCEA Bargaining Team

**LEZLEE NEEBE, PRESIDENT • JUDY BOWLING, 1ST VICE PRESIDENT • CHRIS PREVATT, 2ND VICE PRESIDENT
ADELE TAGALOA, SECRETARY • ANJALI ESSOE, TREASURER • MARIA CORONA, INSURANCE OFFICER**