

2023-2024 Contract Negotiations

Bargaining Principles

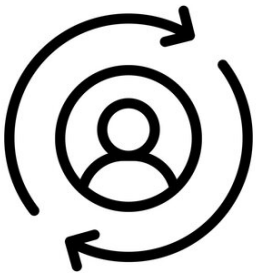
#FresnoCountyCAN

Our 2023 Bargaining Principles represent the voices of thousands of Fresno County workers. Through our bargaining survey, listening tours, and worksite meetings, our union brothers and sisters have made it clear; **that Fresno County CAN do better to support its workforce, clients, and services.** Our members have made it clear that the County must address retention and recruitment, health benefits, and work-life balance.

Fresno County workers are united and committed to addressing critical issues that impact everyone's ability to provide quality public services. The chronic short staffing and astounding turnover rates affect the lives of our communities. Fresno County CAN address the vacancy crisis, and they CAN combat the decline in our compensation due to inflation and rising costs that hurt both workers and our community. The County CAN prioritize affordable health benefits, and greater career opportunities and provide a better work-life balance for its essential workers.

Principle #1: Address Retention and Recruitment Issues

Addressing retention and recruitment practices is the most critical aspect of this year's negotiations. For years, workers have been exclaiming to the County the need to recruit and retain workers. The County has had more workers quit their jobs than being able to retain them.



The solution to this problem is simple, the County CAN:

- Improve wages and differential pay to recognize the talent, experience, and special skills and certifications of workers. Doing this will also address workload/ caseload barriers that result in negative impacts on our community.
- Improve Retirement benefits and honor workers for their continued service
- Invest in training and development practices and provide career-ladder opportunities allowing workers to be promoted in their positions.

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Principle #2: Affordable Health Benefits

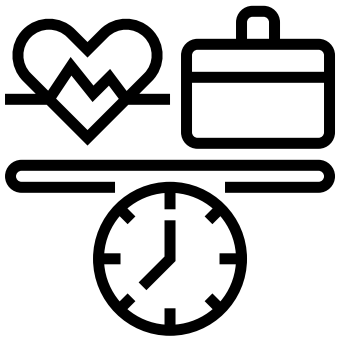


During the term of our contract, workers experienced health benefit interruptions with Anthem Blue Cross. Now, Kaiser has already announced that their health plans will have a 20%-25% cost increase.

Fresno County CAN

- Cover benefit cost increases for its workforce.
- Improve the family coverage plan
- Take care of its workers.

Principle #3: Prioritize Work-Life Balance



Prioritize employee work-life balance by providing a healthy and productive work environment that allows employees to dedicate time to providing quality public services. This increases productivity while reducing high absenteeism, leave of absence, and unmanageable stress.

By providing a healthy work-life balance, the County CAN:

- Create a positive worksite culture that allows for ideas and collaboration to address work barriers and focus on solutions
- Ensure that respect and dignity are not just concepts, but common practice
- Provide workers with manageable caseloads that allow for improved and qualitative services for our county's most vulnerable communities.