



Public Employees Union, Local One

THE UNION FOR PUBLIC EMPLOYEES
ORGANIZED 1941

Mailing Address: PO Box 6783, Concord, CA 94524-1783
Union Hall: 4057 Port Chicago Highway, Suite 100 Concord, CA 94520
Phone: (925) 228-1600 ♦ Toll Free: 1-800-585-0054 ♦ Fax: (925) 825-1812
www.peu1.org ♦ info@peu1.org

October 2, 2024

Honorable Mayor and City Councilmembers, the following letter has been submitted for public view to tonight's agenda packet.

I am Kelsey Daguerre, and I serve as an Accounting Clerk in the Finance Department of our City. I also serve as a member of our Union's Public Works/Miscellaneous Employees contract negotiations team.

Unfortunately, not all of you have been informed by the City Manager that our Union-represented public works and miscellaneous employees of our city are on the brink of going on strike, meaning that essential city services would be suspended, which would impact maintenance across the city in parks, upon utilities, streets and a wide variety of services performed by employees in clerical, administrative, accounting services, planning, engineering, information management/technology and custodial services.

It is mandated by the job description of the City Manager that he (quoting) "advise the City Council and community; build and maintain positive working relationships with the City Council and public and with those contacted within the course of work." He has been clearly deficient in the performance of these requirements by not engaging closed sessions with the Council on the status of our contract negotiations. Our Union informed the negotiations team of the City in early September that we were seeking a strike authorization from the parent body of our Union due to the City Manager's unwillingness to offer contract proposals that could be ratified by a majority of our Union members. We must be reminded that the City Council is the employer of the City Manager. He is accountable to you, the Council, and like other City Managers and appointing authorities of public agencies in our State, he is expected to keep the full Council regularly informed on whether there is any possibility of a labor stoppage. Given that he has not done so, there is the widespread and understandable conclusion that he does not want to be exposed for not offering a fair and competitive contract to our city workers. Rather, a constructive, open dialogue between the City Manager and Council (as mandated by his job description) would enable you as our elected officials, in the interest of keeping City Hall open and our city services intact, to direct him to

provide a more reasonable offer to the Union and ensure that our City continues to function without interruption and that our employees are able to subsist economically and be retained. No one in public service should be seeking publicity praise from their employer, but we all deserve respect and we all must be in this together.

Submitted by,

A handwritten signature in blue ink, appearing to read "Jeff Apkarian". The signature is fluid and cursive, with the first name "Jeff" being more prominent than the last name "Apkarian".

Union Representative Jeff Apkarian
AFSCME/Local One Contract Negotiations Team