

# NOTICE

## ADDA BARGAINING BEGINS:

### SCHEDULED JANUARY 2009 PAY INCREASE SECURED

As we promised, bargaining has commenced with the County in November, and our next meeting with the County is scheduled for mid December.

As you know, we are scheduled for a salary increase in January, 2009. There are some individuals in our office who insist on spreading some false rumors and fear to discourage union participation. Each has been proven wrong. The most recent "false rumor" to be disproven was the claim that our scheduled January 2009 pay increase would be lost as a result of unionization. Your ADDA directly confronted this concern and can now inform you of the actual status of your January raise. **We have negotiated and received written assurances that we will be getting our scheduled pay increase in January 2009.** Some other false rumors that are being spread include:

Flex & Mega Flex -False Rumor: "We will lose our Flex / MegaFlex." - since unionizing we have not lost any Flex / MegaFlex benefits.

Pay Increases --False Rumor: "We will lose our pay raises." - since unionizing we have not lost any pay increases, this includes the ½ step increase this past Summer and our upcoming January pay raise.

401(k) Match --False Rumor: "We will lose our 401(k) match." - since unionizing we have not lost any match in either our 401(k) or our 457 plan (although the stock market has taken its toll!)

Do not let the anti-union scare tactics concern you. If you hear any rumor that you want information about please contact us at \_\_\_\_\_ to get the straight talk. Bargaining has begun, and our **success will depend on your support.** If you have not already done so, please join the ADDA by signing the Membership & Dues Deduction card, and sign the Agency Shop Election Request Card asking for a vote to have all DDAs pay their fair share for collective bargaining.

If you want to be more involved and assist your ADDA please contact us at \_\_\_\_\_ .

Sincerely,

Board of Directors

\*Note: Although the County has given an assurance that we will get the January pay increase, there is a provision permitting them to cancel the raise if they have a fiscal emergency. If this fiscal emergency occurs, the raise would be cancelled for ALL County employees, not just DDAs. Such an event would not be the result of ADDA unionization. Since the DA's Office is looking to hire yet more DDAs next year, no such emergency is anticipated.