



Join ESC Local 20 to say:

# **NO LAYOFFS & SERVICE CUTS! FAIR CONTRACT NOW- 0% IS NOT AN OPTION!**

LUNCHTIME RALLY  
TUESDAY, MAY 8TH

11:30-1:30pm at Board of Supervisors  
Meeting (575 Administration Dr.)

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ESC Local 20 members are key to helping Sonoma County recover, stay healthy, and remain safe.

Instead of respecting the work we do, the County wants to make us pay for years of fiscal mismanagement. On top of that, the County is using the October wildfires as an excuse to short-change us by crying poor, proposing a 0% Cost of Living Adjustment (COLA) in our full contract negotiations, despite better than expected financial outlooks.

On Tuesday, The Board of Supervisors will be reviewing the proposed Behavioral Health cuts (100 FTEs), and eventually they will be asked to approve our contract.

**TOGETHER, WE MUST STAND UP TO SAY NO TO 0% AND NO TO MASSIVE CUTS THAT WILL HAVE DISASTROUS IMPACTS ON OUR COMMUNITIES AND OUR FAMILIES.**

[IFPTE20.ORG](http://IFPTE20.ORG) | (510) 238-8320

