OCEA | ORANGE COUNTY EMPLOYEES ASSOCIATION
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November 10, 2026

Chairman Doug Chaffee
Vice Chair Katrina Foley
Supervisor Vicente Sarmiento
Supervisor Donald Wagner
Supervisor Janet Nguyen

Delivered Via Email

Ladies and Gentlemen:

Teamsters Local 952 members have been on strike at multiple County locations since October 13, 2026. The prolonged work stoppage has disrupted multiple County functions, with particularly severe effects on landfill operations.

OCEA represents Supervisors and the Superintendents at each County landfill. These workers' primary tasks consist of supervising the Teamsters-represented Operators and helping to direct landfill operations. As the strike continues, County management is directing OCEA landfill members to shoulder a substantial and growing number of additional duties and responsibilities to keep the County landfill system operating. This is not sustainable, and it exploits the skeleton staff.

On November 10, OCEA filed a formal grievance with the County to remedy at least three major areas of concern that are negatively impacting OCEA members and the community.

1. **Worker Safety**: OCEA Supervisors reported having to supervise contract workers who are not familiar with the safety protocols of the landfill. This has resulted in near accidents and other close calls, which cannot be permitted.

2. **Preventive Measures Overlooked**: Workers report that, as the situation continues, landfill management is neglecting proactive preparations for El Nino and failing to follow landfill best practices. These management-level decisions are creating current and potential safety hazards for both County workers and the community.

3. **Integrity of Bargaining Unit Work**: The County increasingly expects and relies on OCEA bargaining unit members to perform work that falls outside their classifications and OCEA's bargaining unit. This practice is not sustainable and cannot be tolerated.

OCEA demands that the County Board of Supervisors take immediate steps to remedy the concerns we have identified. The County cannot continue to operate as "business as usual" while OCEA members are being overworked in an unsafe manner and community impacts are being ignored.

LETI GUERRERO, PRESIDENT • **MARIA CORONA,** 1ST VICE PRESIDENT • **ERICK CASTELLANOS,** 2ND VICE PRESIDENT
MICHAEL GARCIA, SECRETARY • **LESLEY TREJO,** TREASURER • **ANGELO LUGO,** INSURANCE OFFICER

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We anticipate a prompt response.

Sincerely,

ORANGE COUNTY EMPLOYEES ASSOCIATION

Charles G. Barfield
General Manager

cc: KC Roestenberg, County Executive Officer
Jamie Newton, Chief Human Resources Officer