

ARGUMENT IN FAVOR OF MEASURE A

Currently, County Public Safety Employees—including firefighters and sheriff's deputies—are legally prohibited from striking because it would threaten public safety. They must negotiate their contracts with the County's CEO, but there is nothing they can do if the County refuses to negotiate.

This measure was placed on the ballot to fix that problem. Binding arbitration gives public safety employees a process to negotiate for fair pay and benefits and ensures that the public remains protected in the process.

Voting "YES on A" would allow for the use of binding arbitration to negotiate fair pay and benefits for public safety employee compensation, meaning the employees and the County would work with independent experts to impartially determine fair pay and benefits.

How it would work:

- Requires the County to negotiate in good faith over wages, hours, and benefits
- Can be requested by either party
- The Board of Arbitrators holds hearings and adopts procedures to expedite proceedings and reduce costs
- Both sides pay their own costs
- Final agreement must consider the current and future economic impacts on the County's finances

LA County firefighters, deputy sheriffs and other vital safety personnel, are all asking you to vote **"YES on A"** - because we are so significantly understaffed we can't even meet national standards for emergency call time responses. Binding arbitration helps ensure departments can offer fair pay and benefits, making it easier to recruit and retain the professionals we all rely on to protect public safety.

Public safety should not be a political bargaining chip. Binding arbitration puts pay decisions in the hands of neutral experts who can focus on what's fair and keep politics out of fair pay decisions. Vote **"YES on A"** - it's fair, and helps protect public safety.

Learn more at SaferLACounty.com

MANUEL A. CALDERON

Firefighter, LA County Firefighters Local #1014

WENDY ICHIKAWA

Sheet Metal Worker, LA/OC Building Trades Council

DAVID GAISFORD

Deputy Sheriff, Association of LA Deputy Sheriffs

NO ARGUMENT AGAINST THIS MEASURE WAS SUBMITTED