



**SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW-CLC**

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SENT BY EMAIL, FAX & HAND DELIVERY

January 21, 2014

Ray Espinosa
County Administrative Officer
County of San Benito
481 Fourth Street
Hollister, CA 95023

Dear Mr. Espinosa:

RE: January 21, 2014 Board of Supervisors Agendized Item No. 14

It has recently come to the attention of the Service Employees International Union, Local 521 and its San Benito County Employees Association Chapter (Union) that the County of San Benito (County) has agendized, as Item No. 14 on the January 21, 2014 Board of Supervisors Meeting Agenda, “[c]onsideration of Non-Binding Fact-finding recommendations, Discussions of Impasse and Unilateral Implementation of Change in Wages, Hours and Terms and Conditions of Employment for Employees in the Service Employees International Union, Local 521; and adopt Resolution Option 1 or 2, as listed on Agenda Item Transmittal. (Res. No. 2013-6)” for the County Board of Supervisors. We are concerned the agendized item noted above unlawfully places for consideration of the County Board of Supervisors the unilateral imposition of terms and conditions of employment on Union represented County employees.

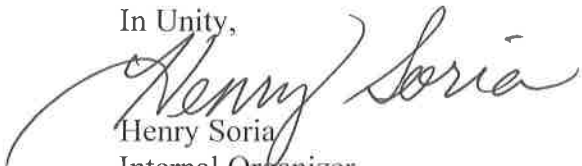
As you know, it is the Union’s continued position that the County and the Union are not at impasse. Nonetheless, Article IV, Section 1 of the County’s Employer-Employee Relations Policy (EERP) stipulates that upon reaching an impasse in the meet and confer process, “[a]n impasse meeting shall then be scheduled promptly by the Employee Relations Officer.” Under the EERP, it is partially the duty of the Employee Relations Officer to assist the County and the Union in resolving disputed issues as part of the impasse meeting. In Article IV, Sections 1 and 2 of the EERP, it is also a requirement of the EERP for an impasse meeting to be scheduled prior to the utilization of impasse procedures in EERP Article IV, Section 2. Despite all claims by County representatives that the Union and the County are at impasse, the County Employee Relation’s Officer has yet to schedule an impasse meeting.

In light of the County’s position regarding the state of negotiations, we are confident you can understand our dismay and disappointment that the Employee Relations Officer has purposely violated the EERP by

failing and refusing to schedule an impasse meeting—and we object to the County’s action of agendizing the imposition of terms and conditions of employment on County employees represented by the Union in violation of the EERP. Therefore, the Union hereby respectfully demands that the County cease and desist from taking any action in any manner whatsoever on Agenda Item No. 14. Additionally, the Union hereby respectfully demands, if it is the County’s position that the Union and the County are at impasse, that the Employee Relations Officer schedule an impasse meeting between the County and the Union.

Please call me at (831) 784-2563 to schedule an impasse meeting, or if you have any questions.

In Unity,

A handwritten signature in cursive script that reads "Henry Soria". The signature is written in black ink and is positioned above the printed name.

Henry Soria
Internal Organizer

Service Employees International Union, Local 521

CC: Chapter Executive Board
Chapter Negotiating Team
Deborah Narvaez, Region Director
Honorable Board of Supervisors, County of San Benito
Georgia Cochran, Interim Human Resources Director
Dania Torres-Wong, Chief Negotiator