

From: Henry Soria <henry.soria@seiu521.org>
Date: Thursday, January 23, 2014 at 11:57 AM
To: Ray Espinosa <REspinosa@cosb.us>
Cc: "jaimedlc2003@yahoo.com" <jaimedlc2003@yahoo.com>, "jerrymuenzer@gmail.com" <jerrymuenzer@gmail.com>, "rivas.robert@gmail.com" <rivas.robert@gmail.com>, "bpfruit@garlic.com" <bpfruit@garlic.com>, "margiebarrios5@gmail.com" <margiebarrios5@gmail.com>, Laura Naccarato <LNaccarato@cosb.us>, Debbie Narvaez <Debbie.Narvaez@seiu521.org>, Martha Booker <MBooker@sbcmh.org>, Brian <integrityfamily2@gmail.com>, "Denise Quintana (denisequintana@hotmail.com)" <denisequintana@hotmail.com>, "Quintana, Denise@San Benito" <Quintana.Denise@sanbenito.cse.ca.gov>, Joan Miranda <JMiranda@cosb.us>, Joan Miranda <alatorremiranda@yahoo.com>, "Mark Patton (MPatton@sbcmh.org)" <MPatton@sbcmh.org>, Seiu Mark Patton <markpattonlmfcc@gmail.com>, "Caston, Suzy@San Benito" <Caston.Suzy@sanbenito.cse.ca.gov>, Dania Torres Wong <dwong@publiclawgroup.com>, "drafts4us@aol.com" <drafts4us@aol.com>
Subject: FW: Reconsideration

Hi, Ray.

As you may recall, there were two (2) options for consideration of the Board of Supervisors this last Tuesday: 1) the TA the membership rejected (with about 5% in concessions); and 2) the County's Last, Best & Final Offer (with about 10% in concessions). You may also recall that it was your recommendation that the Board of Supervisors select option 2.

Recently, I have heard from several members that you have told them that the Union should go back to the table. As you may also recall, we requested, prior to the imposition this week, to meet with you (letter attached). Despite our request to meet with you, you proceeded with your recommendation that the BOS impose the LBFO—and the BOS obliged.

Are your statements to our members that the Union should go back to the table indicative that the County is prepared to agree to terms and conditions more favorable to employees than those terms and conditions that you recommended for imposition? If so, please let us know. Otherwise, please stop giving our members false hope and own up to your own recommendations to the Board of Supervisors. Feel free to distribute this email at your brown bag lunch meeting with our members as well.

We await your response.

In Unity,
Henry Soria
Internal Organizer

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"Once social change begins, it cannot be reversed.
You cannot uneducate the person who has learned to read.
You cannot humiliate the person who feels pride.
You cannot oppress the people who are not afraid anymore.
We have seen the future, and the future is ours." Cesar Chavez

Please consider the environment before printing this email.

From: Laura Naccarato <LNaccarato@cosb.us>
Date: Thursday, January 23, 2014 at 9:13 AM
To: Henry Soria <henry.soria@seiu521.org>, Debbie Narvaez <Debbie.Narvaez@seiu521.org>
Subject: FW: Reconsideration



See below.

Laura Naccarato
Auditor Appraiser II
lnaccarato@cosb.us
831-636-4030 phone

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From: Ray Espinosa
Sent: Thursday, January 23, 2014 8:55 AM
To: Laura Naccarato
Cc: 'jaimedlc2003@yahoo.com'; 'jerrymuenzer@gmail.com'; 'rivas.robert@gmail.com'; 'bpfruit@garlic.com'; 'margiebarrios5@gmail.com'
Subject: RE: Reconsideration

Hi Laura,

I sympathize with you and the other employees that are impacted by Tuesday's decision. It is crucial that if you want reconsideration or concessions from the LBFO, that you discuss this with your Union leadership. These types of requests must be addressed at the bargaining table.

As always the County is willing to hear concerns from the Union/Employees and in good faith discuss and work on them. HR will be sending out a check schedule with employee impacts soon.

Thanks,
Ray

From: Laura Naccarato
Sent: Wednesday, January 22, 2014 3:58 PM
To: 'margiebarrios5@gmail.com'; 'bpfruit@garlic.com'; 'rivas.robert@gmail.com'; 'jerrymuenzer@gmail.com'; 'jaimedlc2003@yahoo.com'
Cc: Ray Espinosa
Subject: Reconsideration

Supervisors Barrios, Botelho, De La Cruz, Muenzer, & Rivas~

I am writing to you today because I am absolutely appalled at your decision at yesterday's meeting regarding the employees of this county. I understand that we all need to be very conservative in today's economy and spending needs to be scrutinized more than ever. I get that. However, for one of you to say that SEIU members have not done anything the last few years to "soften our landing" is ignorance at its best. Did we not loose over 100 employees? Did we not take a 5 1/2 % pay cut for years when we were furloughed? Who are the ones picking up all of the slack now that we have lost all of these employees without jeopardizing any county services and in

my case producing a very positive tax roll? We are. And we are also the ones now who are going to be taking on this huge burden of the further proposed cuts you decided on yesterday.

I just would like you to please understand how this is going to affect each and every one of us. For me personally...between the rise in the healthcare rates and now the 8.5% further reduction....I am looking at close to \$1000 pay cut PER MONTH!! Yes, you read that right - \$1000. I absolutely cannot afford that. I started here nearly 8 years ago as a clerk. I have worked extremely hard, went into debt to complete my college degree so that I could be promoted within my office. I have had multiple promotions and feel very fortunate for that. However, with these cuts I will be making almost the same as I was making the day I started here. Please tell me what is the incentive to stay here? The decision that was made yesterday was a slap in the face to the employees who have stuck around through tough times, took on the extra work, and are still striving to do a great job for this county most of us call home. I know that it has been said in the past that we are all replaceable. Well that is true in some cases but certainly not in all. Take my department for example. We are extremely specialized in our positions and need licensing and further education to continually do our jobs and do them well. If the employees of my department were to leave it would not function – period. What does that mean? Not a positive tax roll, that is for sure. And do we truly want San Benito County to have that reputation of being a “stepping stone” in ones career? Or do we want to appreciate and retain valuable and quality employees who take pride in their jobs and community?

I know your jobs are not at all easy. I know you have had some very hard decisions to make the last few years and I do not envy your positions. But I do know there are many other areas that need to be addressed that could not only save the county money but create revenue for the county rather than balancing the budget on the backs of the people that serve this community. I please urge you to reconsider and open up the negotiations yet again. If anything, take the recommendation of the fact finding at least! I would have loved to be at the meeting yesterday but since our staff is so small and most of it was at a webinar meeting that left only 3 of us left in the office. As busy as we are right now there was no way I could have left.

As you know I am not only vested in county employment, but I am very involved in many different aspects in this county. As an employee and voting community member, I urge you to reconsider your position for the sake of all county employees as well as the citizens.

Thank you for your time,

Laura Naccarato
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