



**SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW-CLC**

SAN JOSE H.Q.
2302 Zanker Road
San Jose, CA 95131

Phone: 408-678-3300
Fax: 408-954-1538

BAKERSFIELD
1001 17th Street
Bakersfield, CA 93301

Phone: 661-321-4160
Fax: 661-325-7814

FRESNO
5228 E. Pine Avenue
Fresno, CA 93727

Phone: 559-447-2560
Fax: 559-261-9308

HANFORD
101 N. Irwin St., Suite 203
Hanford, CA 93230

Phone: 559-587-1521
Fax: 559-587-1524

REDWOOD CITY
This location has been closed. Please mail correspondence to our San Jose Headquarters

Phone Calls / Facsimiles received at our San Jose Headquarters:

Phone: 650-801-3500
Fax: 650-595-1930

SALINAS
334 Monterey Street
Salinas, CA 93901

Phone: 831-784-2560
Fax: 831-757-1863

SANTA CRUZ
517B Mission Street
Santa Cruz, CA 95060

Phone: 831-824-9255
Fax: 831-459-0756

VISALIA
1811 W. Sunnyside Avenue
Visalia, CA 93277

Phone: 559-635-3720
Fax: 559-733-5006

www.seiu521.org

June 9, 2023

John Mills
Deputy County Executive
Employee Services Agency
County of Santa Clara
70 West Hedding, East Wing, 8th Floor
San Jose, CA 95110

RE: Demand to Bargain in Good Faith - Classification Report Victim Services Unit #99-2023

Dear Mr. Mills,

On June 7, 2023, Nicholas Steinmeier, Chief Negotiator for the APT Bargaining unit, presented the Union with a Classification report dated April 26, 2023 for Victim Services Unit. This report was passed as a proposal in the form of a package that related to unit language and proposed a six percent (6%) re-alignment, contrary to the report recommendation of a salary increase. SEIU 521 has never been properly noticed of this classification report as is required under MMBA, past practice and Article 20 of the existing MOA.

SEIU 521 rejects this package proposal in its entirety and demands that the County bargain in good faith on this report, separate from the bargaining table as is the current and past practice. The package proposal is an act of unilateral action and bad faith which the parties have never agreed to bring classification studies and reports into the bargaining table in the form of proposals and as such are not proper to be introduced nor costed into successor negotiations.

We demand to bargain on this matter and request that you provide dates/times to meet in early July 2023, so we can reasonably meet and prepare with impacted workers on this matter and bargain in good faith.

If you have any questions on this matter, please feel free to contact me at debbie.narvaez@seiu521.org.

Sincerely,

Debbie Narvaez
Chief of Staff

CC/ Riko Mendez, Chief Elected Officer
Matthew Cottrell, Director of Labor Relations
Nicholas Steinmeier, Labor Relations
Trevor Gillis, APT Vice Chair