

From: Shane Brinton
Sent: Tuesday, March 17, 2020 8:40 PM
To: Obrigewitch, Clint
Subject: Cease and Desist: Curbside Pickup Plan (Libraries)



Clint,

Today SEIU Local 221 obtained a copy of the Employer's "Curbside Pickup Plan" for San Diego County Libraries. This document does not specify an implementation date, but Library employees have reported that they have been directed to start implementing it March 18, 2020 at 8:30am. Employer social media accounts also indicate that the program is set to begin tomorrow.

We demand that the Employer immediately cease and desist from any and all efforts to implement the aforementioned plan.

The Employer has no right to unilaterally implement the proposed "Curbside Pickup Plan" and the Union is under no obligation to agree to it. Represented employees in the libraries have raised health and safety concerns about this plan in light of the COVID-19 pandemic, as well as logistical questions about how to implement a plan for which there is no approved policy and no training has been conducted.

While we share the Employer's interest in maintaining public services to the greatest extent possible during this difficult time, this must be done carefully in a way that prioritizes the health and safety of employees and the community they serve. Therefore, we call on the Employer to close County libraries and send nonessential Library staff home on paid leave (with no charge to or loss of accruals and service credit) while the Employer meets with the Union to negotiate a plan that is safe, practical, and mutually agreeable.

If you move forward with unilateral implementation, SEIU Local 221 is prepared to take legal action to protect the health and safety of represented workers, to enforce our contracts, and to uphold the Meyers-Milias Brown Act.

Let us know no later than 7:30am on March 18, 2020 whether or not you will forgo implementation of the "Curbside Pickup Plan." You may reach out to me directly if you would like to discuss this matter or if you have any questions.

Sincerely,

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