

Office of Labor Relations
Steve Lakich, Director



County Executive
Terry Schutten

County of Sacramento

June 1, 2007

Mr. Steve Fisk, President
Sacramento County Deputy Sheriffs' Association
1700 I Street, Suite 100
Sacramento, CA 95814

Re: SCDSA Authorized Representatives

Dear Steve:

This is in answer to your two letters dated May 31, 2007, and given to me in a meeting we had this morning regarding authorized representatives for the Sacramento County Deputy Sheriffs' Association (SCDSA).

Also, during the meeting this morning, I shared with you a letter dated May 30, 2007, addressed to you, from the SCDSA Board of Directors regarding your reinstatement to the position of SCDSA President and advising you of a list of policies and directives on your authority and prohibitions as SCDSA President. I gave you a copy of the letter since you indicated to me you had no knowledge of said letter.

In reviewing your two letters and the May 30th letter from the SCDSA Board of Directors, there is a conflict between you and the Board of Directors as to authorized SCDSA representatives.

As you pointed out in our meeting this morning, my responsibility is to administer Section 2.3(e) of the 2006-11 Law Enforcement Non-Supervisory Unit Agreement, and I should recognize representatives as designated by the SCDSA President. However, under Section 1.1 of the Agreement, the County recognizes the Union (SCDSA) as the exclusive negotiating agent for all employees in the bargaining unit. The SCDSA President is not the exclusive negotiating agent. The SCDSA, as the Union, is the exclusive negotiating agent, which includes and is governed by its Constitution and By-Laws.

Therefore, in respecting the SCDSA as an organization and as the exclusive negotiating agent, including its Constitution and By-Laws, your request on authorized representatives is denied. The list of representatives set forth in your May 31, 2007, letter will continue to be recognized by the County, in addition to you as the SCDSA President.

Very truly yours,



STEVE LAKICH

Director of Labor Relations

cc: Sheriff
County Executive
County Counsel
Chief Financial/Operations Officer
Sheriff's Employee Relations Officer
General Manager, SCDSA



JOHN MCGINNESS

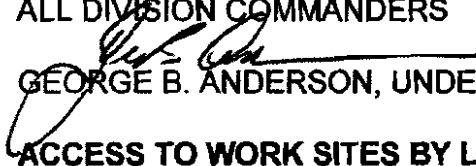
Sheriff

COUNTY OF SACRAMENTO

Inter-Department Correspondence

Date: June 19, 2007

To: ALL CHIEF DEPUTIES
ALL DIVISION COMMANDERS

From:  GEORGE B. ANDERSON, UNDERSHERIFF

Subject: ACCESS TO WORK SITES BY LABOR ORGANIZATIONS

I am reissuing the following directive relevant to labor organization access to work sites. This directive was originally issued on January 19th of this year. Some additional restrictions have been added. Please ensure your staff is aware of the following policy.

While labor representatives do have the right to access worksites to check on working conditions and for representation purposes, they are not authorized to conduct general business with their membership at work sites with on-duty personnel unless authorized to do so.

Access to employees on break or before and after shift is permissible if it does not interfere with the department's ability to conduct business and operations. Briefing time is considered on-duty time. While historically we have permitted labor representatives to occasionally address employees during briefing this practice shall no longer be permitted until otherwise notified.

Should recognized representatives from a labor organization appear at your worksites they must identify themselves as such and the reason they are requesting access to the highest ranking officer present. Authorization for purposes other than those limited circumstances mentioned requires the approval of the division commander.

Due to the conflict that currently exists within the leadership of the Sacramento County Deputy Sheriffs' Association, managers should refer to the agreement re: labor representatives that are recognized by the County of Sacramento. Section 2.3 of the current agreement identifies the union officers and representatives currently recognized by the County of Sacramento. Attached is a list of these positions and the current list of occupants recognized by the County of Sacramento. Individuals not listed are not recognized by the County as labor representatives of the SCDSA and therefore shall not have any privileges as provided for in the agreement regarding access to work sites, contact with employees etc.

cc: Steve Lakich, Director of Labor Relations

attachment

Attachment

Union Officers and representatives currently recognized by the County of Sacramento:

Full-time Release

President Steve Fisk
Vice-President Brannon Polete
Business Agent Marlan Meggers

General Manager

Marlin Weinberger

Board Members

Kate Adams
Greg Coauette
Andrew Croley
Wayne Ebe
Michael Freeworth
Scott Gumaby
Melody LaFond
Kevin Mickelson
Janet Roberts
Ralph Rodriguez
Lucius Winn
Bruce Wanner
Jason Cvitanov
Todd DeLuca

Additional - Magazine Editor and Committee Chairpersons not already listed above

Jeff Rodrigues
Jeff Massagli

County Executive

Terry Schutten



County of Sacramento

Board of Supervisors

Roger Dickinson, District 1

Jimmie R. Yee, District 2

Susan Peters, District 3

Roberta MacGlashan, District 4

Don Nottoli, District 5

June 21, 2007

Mr. Steve Fisk

President

Sacramento County Deputy Sheriffs' Association

c/o Robert Saria, Esq.

11344 Coloma Road, Suite 110

Gold River, CA 95670

Re: Letter of Complaint Dated June 18, 2007

County Director of Labor Relations

Transmitted via e-mail on June 21, 2007 to Steve Fisk @ sdfisk@outdrs.net

Dear Steve:

We are in receipt of your letter of complaint regarding Steve Lakich, Director of Labor Relations for the County of Sacramento. As you requested in your correspondence, this letter is addressed to you in care of Robert Saria's address and transmitted via e-mail. The original letter will follow via U.S. Mail.

To clarify, neither the County nor Mr. Lakich has an interest in participating in the internal affairs of the Sacramento County Deputy Sheriffs Association (SCDSA). However, due to the conflict between the elected Board of Directors and you, it has been difficult for the Office of Labor Relations to continue conducting County business.

In fact, the County has made the determination to recognize both you, as the President of SCDSA, and the elected Board of SCDSA, all of whom were elected by the membership. According to the SCDSA Constitution, the recall of any Officer or Director requires a two-thirds majority of the membership. To our knowledge, such a recall has not occurred.

Response-Letter of Complaint from Steve Fisk

June 21, 2007

Page 2 of 2

The County recognizes the SCDSA as the exclusive negotiating agent for all employees in the Law Enforcement Non-Supervisory Unit, and we will continue as usual to conduct business with your organization. Therefore, we will provide the biweekly payments in the same manner, and we will send any discipline notices to the SCDSA office.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Terry Schutten". The signature is stylized with a large, sweeping initial "T".

Terry Schutten

cc: Members, Board of Supervisors
Sheriff
County Counsel
General Counsel, SCDSA
Chief Financial/Operations Officer
Director, Labor Relations
Sheriffs Employee Relations Officer
General Manager, SCDSA