



Clark County HUMAN RESOURCES
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December 18, 2015

Larry Clark
Field Representative
AFSCME
3306 Oakes Ave
Everett, WA 9821

Sent via email

Dear Larry,

On November 18, 2015, a meeting was held to hear ASFCME's concerns about the Comprehensive Plan process. Present at the meeting were you, Jose Alvarez, Karyn Morrison, Oliver Orjiako, Mande Lawrence, Ron Zito, and myself.

During the meeting, the Union expressed concerns that you believe Councilor Madore had been doing work that traditionally was performed by employees represented by ASFCME Local 307. The Union believes that these actions violate the RCWs, in that the Councilor was alleged to be performing bargaining unit work. In addition, the Union expressed concerns over an email written by the same Councilor on November 11, 2015, as they believe it could have the potential of putting employees in a difficult position and/or be subject to improper discipline.

While you believe ASFCME has grounds to proceed with filing an Unfair Labor Practice, you asked that we try to resolve this matter. As a remedy, you requested that we share your concerns with Councilor Madore and that he discontinue doing this type of work.

Please be advised that your concerns were addressed with Councilor Madore. In addition, we will monitor future work and provide guidance, as necessary, to try to avoid further concerns such as these.

I trust this resolves ASFCME's concerns to date. I ask that you please bring forward any future concerns to me. Thank you for working with us on this matter.

Sincerely,

Francine Reis
Director, Human Resources

Cc: J. Alvarez, K. Morrison, M. Lawrence, R. Zito, M. McCauley, C. Horne