



WASHINGTON STATE
COUNCIL OF COUNTY AND CITY EMPLOYEES
AFSCME AFL-CIO

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American Federation of State, County & Municipal Employees
Washington State Labor Council

CHRIS DUGOVICH President/Executive Director

March 2, 2016

Francine Reis
Director of Human Resources
Clark County
PO Box 5000
Vancouver, WA 98666

Dear Francine:

In response to our concerns regarding Councilor Madore's activities related to the Comprehensive plan process, you sent a letter dated December 18, 2015 asking that we bring forward any future concerns.

Subsequent to your letter, Councilor Madore has publicly alleged, through an editorial in the Reflector and on several Facebook posts, that "planning staff" acted in an unethical, dishonest and deceptive manner. (Reflector op-ed January 27; David Madore Facebook post January 27; David Madore Facebook post February 22; BOCC Public Hearing February 23; David Madore Facebook post February 29.)

Our members feel these allegations are unfounded and defamatory. In addition, these allegations appeared a little more than a month after your letter, so it's difficult to conclude that these are not retaliatory actions.

These unfounded allegations have a negative effect on our members' credibility and their ability to conduct their work engaging the public, tantamount to creating a hostile work environment. Further, these allegations tend to cast a shadow on all county employees in carrying out their duties serving the public.

We recognize that this is uncharted territory for the County to have to address the behavior of an elected official, however unless Councilor Madore's public allegations cease we will have no choice but to file an Unfair Labor Practice.

Sincerely,

Larry Clark
Staff Representative
AFSCME, Council 2

cc: Karyn Morrison, President, Local 307CO