

**LOCAL 790**



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June 1, 2000

Michael Manna  
President  
SJCM&VCD  
Board of Trustees  
7759 South Airport Way  
Stockton, CA 95206

**RE: June 7, 2000 Meet and Confer**

Dear Mr. Manna,

We look forward to our meeting to be held in the District Conference Room, June 7, 2000 at 9am where the Union plans to propose a salary increase for the next two years. Since your letter was crafted in response to the Union's request to meet and confer over the issue of wage increases for the next two years, I assume this is the sole purpose of our meeting on this date. District negotiator Chris Voight had expressed an interest in meeting and conferring on the health insurance increase at our last session. I had requested a letter from him to that effect with proposed dates and times. I have not received such a letter. If the District is still interested in meeting and conferring over any possible change to our member's health insurance coverage or costs, please be sure to let the Union know.

Regarding the other issues raised in your May 16, 2000 letter, unless the District intends to use the Blanning and Baker (B & B) salary study as a basis for negotiations on salary, the Union does not agree that this is a subject for discussion with the District bargaining team. It seems to the Union that there is great trepidation on the part of the District to declare their faith in the B & B figures. Be that as it may, the Union has been told on several occasions that the District does not intend to use the B & B figures as a basis for negotiations. So unless and until the District informs the Union otherwise, we continue to regard the B & B salary study as a worthy subject for discussion with the District board; not with the District's bargaining team. I would be interested to know the rationale behind your assertion that this matter pertains to "wages, hours, and terms and conditions of employment" given these facts.

Our chief interest in regard to the B & B salary study is in determining how they derived the figures cited in their report. This is a concern dating back formally to last Fall. I would remind the District that a response regarding the B & B salary study addressing some if not all of our concerns was

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promised from the District manager for sometime in mid-May. Therefore, we have no interest in *bargaining* over the results of B&B's study or our own report at this time. It would be unfortunate if *this* subject were allowed to overshadow our discussions regarding member's salaries for the next two years.

We would have hoped that the District board would be as curious as the Union on the methodology employed by B & B when compiling their salary data. More so since it was District money, which was expended to obtain it.

Please contact me at 463-3283 with any questions or concerns you may have.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gary Langston', with a long horizontal flourish extending to the right.

Gary Langston  
Field Representative

CC: John Stroh – SJCM&VCD Manager  
Christopher Eley – SJCM&VCD Legal Advisor  
Christopher Voight – SJCM&VCD Negotiator  
Union Bargaining Team