

Example Letters

Dear John,

Recently my members have met with me to express their concerns regarding the Mosquito and Vector Control District. They feel moral is at an all time low. I would like to give you examples of management's (both your's and your assistant's) actions which have exacerbated the situation.

While many of the problems have been ongoing over a number of years, the most recent catalyst for this letter is your meeting wherein the employees were told to give written statements stating what would make their jobs better. The employees feel more than five minutes should have been given to collect their thoughts and therefore give you more helpful answers. The employees would like to know what the comments were and believe a frank discussion of ideas would be beneficial to the District. However, employees have since been informed the comments were identifiable because of handwriting styles. They now fear reprisals.

It may be the personnel style of you and your assistant to make comments pertaining to the employees always complaining, it could possibly be better to ask specifically what the problem is. Your current practice of stating "if they don't like it, there were over 600 applications for one job", "maybe they would be happy somewhere else" and "I look out for number one" does not improve the perception that you do not care about your employees.

The employees feel a job should be created and the competition for the position be held without grooming an individual for it. The person who received the public education job had volunteered for the job without pay or classification for a year before promoted to the position. This practice seems to place employees whom you favor in the capacity to advance at a greater pace than others.

If you have rules in place they should be enforced equally. The summer vacation rules are not the same for all employees. What is the status of the Tech IV? This employee was given enhanced vacation while another was given a written reprimand.

Although there are many more areas of concern we need to discuss, the one that is of extreme interest is White Slough. The employees feel this is a dangerous working environment. I've been told the ponds contain untreated waste from nearby hospitals and cities. They feel you possibly have two ill employees due to contact with this water. I will need written proof of the regulations governing the use of water that is not acceptable for food crops and the ability of employees to be in contact with such. Why haven't the employees been warned or given any special training for working in contact with the substances in this water?

My understanding is the problems are continually building. I believe it is important we meet with my stewards at your earliest convenience to discuss the issues raised in this letter and the remaining concerns brought to my attention. The employees truly want a resolution. They feel the discord has, in some instances, been long standing and want it to end. They feel the low moral issue has reached a crisis level and are willing to work with you to improve the working environment.

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