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Mark Salvo

Mastagni Holstedt

Joe Hoffmann

Mastagni Holstedt

October 8, 2020

Dear SCALE members,

What a year 2020 has been! This year has presented challenges like no other primarily with the pandemic, working from home, distance learning, and navigating the ever-changing protocols and personal safety rules. It also presented challenges from a labor standpoint, with some employees deemed “Essential” and others as “Non-essential”: where some had to report to work and others were allowed to stay home, all while being the same classification. It has been trying and frustrating for sure. However, being the consummate professionals that you all are, you have shown tremendous patience with your supervisors, with your union, with the County as we all work through this together. So for that, thank you. Please continue to be patient as we are not out of the Covid woods just yet.

Next year will come with its’ own set of challenges as 2021 is a contract negotiations year, which tends to give everyone a little added anxiety. Your SCALE board is already thinking ahead and will plan on convening the negotiations committee in November/December and begin the preparations. SCALE anticipates that we will be called to the table around March to begin negotiations. With regard to the pandemic and the economy woes, it is unknown what negotiations will look like until we get closer to the meeting dates. County budget, as you know depends on revenue derived from taxes and with the economy suffering from business closures, we can expect the county will be tight with the budget. However, some good news is that some departments within SCALE have begun filling vacant positions and making promotions, which is always a good sign. Please be assured that your board will do everything within our negotiation power to get the absolute best deal possible for all of our members. Stay tuned.

We have new board members for 2021, and they will officially take their seats in the January meeting. Please join me in welcoming: Arla Graeff who will be representing DCSS, Kirsten Alvarez who will be representing Park Rangers. Please join me in thanking the following board members for their willingness to continue to serve, and they are: Daniel Burke representing Welfare Fraud, Jo Wagstaff representing the District Attorney Investigators, and Heather Jeter representing the Supervisors. Lastly, please join me and thanking those board members stepping

off the board. We would like to recognize them for their long standing commitments to the membership, their professionalism, and for their outstanding work, and they are: Jeremy Pollard from Park Rangers, and Tanisha Batts from DCSS. We are grateful for your service.

We are still actively looking for a volunteer to serve on the board that represents the Unit 004 LESU. Please feel free to reach out to a current or past board member for information. Please feel free to reach out to me if you have any questions. We would like to have a full board in place by next year as we head into negotiations.

We hope this letter finds you all well, safe, and healthy. We are looking forward to the challenges ahead, and as a united board we will tackle them one by one. Keep doing all the great work you all are doing. It is our pleasure to serve all of you, the members of SCALE.

Randy Bickel

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