



PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO
An Organization of Professional, Technical, and Administrative Employees

October 29, 2018

Mr. Marc Fox
Solano County Human Resources
675 Texas Street
Fairfield, CA 94533

Sent via Email

Subject – Petition to Modify Bargaining Unit

Dear Marc,

Pursuant to Article 4, Section 13, of the County's Employer-Employee Relations Rules and Regulations (EERRR), the Union is hereby petitioning for the addition of the heretofore unrepresented Compliance & Quality Assurance Analyst classification to our bargaining unit. Please see attached for a petition for representation by incumbents to the Compliance & Quality Assurance Analyst classification.

The Union is confident that the classification of Compliance & Quality Assurance Analyst shares a clear "community of interest" with other classifications represented by IFPTE Local 21 in Solano County and around the Bay Area. In defining "community of interest," PERB has considered such factors as *job functions, qualifications, training, skills, supervision, frequency of contact with other employees, integration of work functions of other employees, method of wage payment, hours of work*, and more while looking at the "totality" of circumstances and factors in making determinations. The Union strongly believes that the Compliance & Quality Assurance Analyst classification meets this test both in terms of the nature of the work as well as the working conditions associated with this classification.

Specifically:

- The classification is a professional-level classification. IFPTE Local 21 is a union of professionals in Solano County as well as throughout the Bay Area.
- The incumbents serve at the discretion of the Appointing Authority and are currently designated "at-will" (civil service exempt), which is in line with other classifications represented by IFPTE Local 21 in Solano County.
- The classification is designated as FSLA-exempt and the incumbents receive administrative leave in lieu of overtime pay, which is in line with other classifications represented by IFPTE Local 21 in Solano County.

- Incumbents to the Compliance & Quality Assurance Analyst classification work in close proximity to and in collaboration with other Local 21-represented classifications and employees in Solano County.
- The minimum qualifications for the classification are within the range typical of classifications represented by IFPTE Local 21 in Solano County. Specifically, the incumbents much have a minimum of a Bachelor's degree and experience in the field.
- The incumbents are required to attain and maintain special certifications necessary for carrying out official duties. This too is a common requirement of incumbents to Local 21-represented classifications.
- The classification's prescribed benefits are roughly in line with other classifications represented by IFPTE Local 21 in Solano County.

Given these various factors indicating a shared "community of interest" – in addition to the incumbents' interest in being represented by a union of their choice, IFPTE Local 21, as demonstrated by the attached petition – we believe that this petitioned and proposed modification is appropriate.

Should you have any questions in reviewing this petition, please contact me using the information below. We look forward to your response. Thank you.

For the Union,



Justin Decker
Representative/Organizer
IFPTE Local 21
649 Main Street, #226
Martinez, CA 94553
Tel: 714-343-4359
Email: JDecker@ifpte21.org



Yes, I commit to standing together with my coworkers and my union!

I want to join or renew my membership in IFPTE Local 21. I direct my employer to deduct from my pay regular amounts equal to the Union's membership dues of 0.963% and to transfer that money to the Union. I understand that the Union may periodically adjust the amount, per the IFPTE Local 21 bylaws. I understand that I may rescind my membership at any time. However, I understand that strong representation requires all represented employees to contribute. If I rescind my membership and if existing law changes so that non-members are no longer required by law to contribute, I agree that the contributions authorized above shall continue and this authorization shall automatically renew annually, irrespective of my membership status, unless and until I submit a timely signed revocation of this authorization. To be timely, a revocation must either follow the procedures in my union contract, or be mailed to the Union's central office, postmarked within the 30-day enrollment adjustment period immediately prior to the annual anniversary of the date I sign below.

Name Suzana Arstad Personal e-mail Suz86@yahoo.com
Date of birth 08-22-86 Cell phone* 925-325-8104
Address (for personal mailing) 3564 Wayway Way
City Antioch State CA Zip 94509
Employer Solano County Classification Compliance + QA Analyst
Work location (Address/Floor/Rm.) 275 Beck Avenue
Work phone 927-784-8710 Work Email Sarstad@solanocounty.ca.gov
Signature [Signature] Date 7-12-18

*By providing my phone number, I understand that IFPTE and its locals and affiliates may use automated calling technologies and/or text me on a periodic basis, subject to applicable rates, if any.

Amounts paid to the Union are not tax-deductible as charitable contributions, but may be deductible under other tax provisions.

☐ OPTIONAL: I am opting out of allocating a small portion of my individual dues towards campaigns for political candidates who support labor principles and the government services I help provide. I understand that this decision will not decrease my dues rate.



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Name Cara Gonsalves Personal e-mail Cagonsalves@yahoo.com
Date of birth May 24, 1986 Cell phone* 707-384-7023
Address (for personal mailing) 216 Cynthia Drive
City Colusa State CA Zip 95932
Employer Solano County Classification Compliance/QA Analyst
Work location (Address/Floor/Rm.) 275 Beck Ave, 2nd floor Fairfield,
Work phone 707-184-8573 Cagonsalves@solano county. CA 94533
Signature Cara Gonsalves Work Email com Date 9-12-18

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Name Lavona Hamilton Personal e-mail lhamilton1908@gmail.com
Date of birth 6/10/75 Cell phone* 707-344-1606
Address (for personal mailing) 107 Briarwood Dr.
City Vacaville State CA Zip 94988
Employer Solano County Classification Compliance & QA Analyst
Work location (Address/Floor/Rm.) 275 Beck Ave, NS 5-200, Fairfield, CA 3rd floor
Work phone 707-784-8360 Work Email lhamilton@solanocounty.com
Signature [Signature] Date 9/12/18

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