

April 29, 2024

Via E-mail

Gregg@majlabor.com; xlopez@unioncounsel.net; susie@rnpa.net

Gregg McLean Adam
Messing Adam & Jasmine, LLP
165 North Redwood Drive, Ste 206
San Rafael, CA 94903

Re: Response to RNPA Comprehensive Package

Dear Gregg:

Thank you for RNPA's revised comprehensive proposal, which we received by email on April 23, 2024, with a deadline for the County to respond by close of business today.

As you acknowledged, the revised RNPA comprehensive proposal does not materially close the gap between RNPA and the County's positions. RNPA's revised proposal reduces its wage demand by 0.5% in the third year, from a compounded three-year total wage increase of 15.76% to 15.21%, which is still significantly higher than the County's current proposal of a compounded 10.87%.

It has also come to our attention that RNPA has communicated publicly that "RNPA negotiators has given the County until Monday, April 29 before calling our next major labor action." We do not believe it is productive or effective to send a proposal via email with no discussion at the table, give the County only a few days to review and respond to it, and publicly threaten to call a strike immediately after the artificial and short deadline you provided for a response. This is not a conducive atmosphere for meaningful and good faith bargaining.

Given that the Association's proposal does not materially change its bargaining position, the County requests that the parties return to mediation to move to resolution of this matter. In mediation, the parties would have the opportunity to explore alternate ideas, outside of the framework we are operating within at the table currently, allowing for the development of proposals that can be a win-win for RNPA and the County.

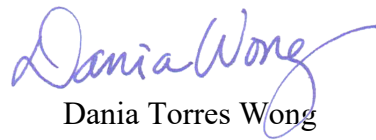
Sloan Sakai

ATTORNEYS AT LAW

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We look forward to collaborating with you to schedule mediation.

Sincerely,



Dania Torres Wong

cc: Cynthia Mihulka, Labor Relations