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May 3, 2016

ABAG Administrative Committee
MTC Planning Committee
101 Eighth Street
Oakland, CA 94607

Dear ABAG Administrative Committee and MTC Planning Committee Members:

On behalf of the Service Employees International Union Local 1021 (SEIU 1021), I'm writing to express SEIU 1021's deep concern that the ABAG-MTC Merger Study thus far has not provided any detailed analysis or evaluation of the many potentially significant impacts to ABAG employees. Although we are generally supportive of the concept of developing a new unified regional planning agency, any plan to merge ABAG and MTC must address and resolve the impacts and issues related to ABAG's employees, retirees, benefits, and Union status.

For SEIU 1021 to support any merger plan, the ten following actions must be adopted as part of the merger implementation plan. We believe that these actions are reasonable and necessary to ensure a smooth and successful transition for the dedicated and professional employees responsible for implementing ABAG's many programs, and we would be vehemently opposed to any merger plan that does not incorporate these actions.

1. All current ABAG employees and programs will be preserved under the new agency (alternative: until a fully-merged new agency with a new governing structure is created).

2. All ABAG staff will maintain their title and seniority and be integrated into the new agency according to their title and seniority.

3. Maintain ABAG employee Union status until the new agency and new governing structure is formalized.

4. Until a new agency and new governing structure is formalized, any changes to the terms of employment contractually agreed upon between SEIU 1021 and ABAG must be approved and/or negotiated by SEIU 1021.

5. Guarantee card check neutrality and the opportunity for employees to explore unionization within the new agency.

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6. Ensure that all organizational and employee related decisions including hiring and firing must be approved by both the ABAG Executive Board and MTC Commission until the final governing structure and authority is formalized.

7. The new agency will honor all retirement benefits promised to current, former, and retired ABAG employees and assume all financial and other obligations, commitments, and liabilities for ABAG pensions, medical retirement benefits, and other retirement benefits.

8. Create a labor integration committee that includes SEIU 1021 representatives and that has the authority to negotiate the terms of employee, salary, and benefits integration in the new agency.

9. Create an independent integration oversight committee that includes labor representatives with authority to decide and implement integration policies and plans.

10. Hire a consultant to develop a plan for and facilitate integration of ABAG and MTC staff cultures and functions.

We look forward to working with the Joint Committee and Management Partners to develop a successful Merger Study that creates a stronger regional planning agency while protecting the people who make those programs successful. Please do not hesitate to contact Dana MacPherson, East Bay Director @ 510-207-3773 if you have any questions or would like to discuss this further.

Sincerely,

Dana MacPherson
Field Director-East Bay
SEIU Local 1021

Lee Huo
ABAG Chapter President
SEIU Local 1021