



April 17, 2013

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VIA EMAIL AND REGULAR MAIL

Sandra J. Poole
Labor Relations Director
County of Santa Clara
70 West Hedding Street, 8th Floor
San Jose, CA 95110

**Re: DSA Concerns About Violation of Commitments About
Shared Concessionary Burden
File No. 038241**

Dear Sandra:

As you recall, my client, Deputy Sheriffs' Association of Santa Clara County (DSA), recently completed a challenging round of concessionary negotiations with the County. The challenges were with respect to the economic conditions, not the collaborative nature of the parties' discussions. As you will recall, a central tenet of those negotiations was that concessionary budget targets for labor made by Mr. Smith would be shared equally—i.e., on a *pro rata* basis—by all of the County's bargaining units. The DSA did that.

Understandably, my client is gravely concerned about allegations currently circulating in the County regarding actions by one County department—the District Attorney's Office—that appear to have been deliberately designed to reduce the practical burden and lessen the concession made by that bargaining unit. You will also recall that we have specific language in our contract that giving us a remedy if other groups do not meet their share. We are concerned that this conduct by the District Attorney creates the consequence that this group of employees will no longer be conceding their share.

Sandra J. Poole

Re: DSA Concerns About Violation of Commitments About Shared
Concessionary Burden

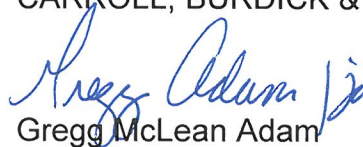
April 17, 2013

Page 2

As a result (and rather than file a grievance in the first instance) we are seeking to meet to discuss this matter at your earliest opportunity. Please contact my assistant Janine Olikier for dates (she can be reached at joliker@cbmlaw.com or 415-743-2462).

Very truly yours,

CARROLL, BURDICK & McDONOUGH LLP



Gregg McLean Adam

Dictated by him, but signed in his absence.

GMA:jo

cc: Luke Leung, Deputy County Executive
Jeffrey V. Smith, County Executive
Mitchell Buellsbach, Labor Relations Representative
Dennis Moser, President, DSA
Roger Winslow, Vice President, DSA
Matthew Tracey, DSA