



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

November 5, 2015


RE: Declaration of Impasse AB 646

Dear Chair Kremen and members of the Board,

Effective today, IFPTE Local 21 declares an impasse in meeting and conferring with the Santa Clara Valley Water District in regards to the appropriate compensation to be paid to Louisa Mendoza (Business Resources UM), David Cahen (Risk Management Administrator), Michael Cresap (Facilities Management UM), Gary Nagaoka (Utility Maintenance), and Michael Duffy (Well and Water Services UM) resulting from the District's classification and compensation study. The District has already declared impasse on October 20, 2015. IFPTE Local 21 will be requesting the appointment of a fact finder pursuant to Government Code section 3505.4 and PERB Regulation 32802 to hear this matter.

I want the Board to know that IFPTE Local 21 members and I hope that there is still a compromise to be worked out with the District's Labor Relations Team. However, due to both parties now declaring impasse I have the duty in representing my members to the fullest by using all the resources at our disposal. The resources are not limited to only the fact finding process. It also potentially includes the grievance and arbitration process. If you have any questions please don't hesitate to contact me.

Regards,

  
Stanley Young  
Representative-Organizer IFPTE Local 21  
[syoung@ifpte21.org](mailto:syoung@ifpte21.org)  
(408)-291-2200

CC: PMA Board, Metra Ulloa, Liz Bettencourt, John Tucker Michael Seville, Christopher Platten, Michael Baratz, Grant Lee, Jesus Nava, Beau Goldie,