



September 26, 2019

Via Electronic Mail

Emily Mibach
Daily Post
385 Forest Avenue
Palo Alto, CA 94301

Re: Response to Public Records Act Request dated September 6, 2019

Dear Ms. Mibach:

This letter is following up on Silicon Valley Clean Water's (SVCW's) letter to you dated, September 15, 2019, regarding your September 6, 2019 Public Records Act request.

Pursuant to SVCW's September 15 letter, enclosed find the Notice of Termination issued to Quinten Green on October 5, 2017, with redactions pursuant to Government Code section 6254, subdivision (c), which exempts from disclosure personnel records "the disclosure of which would constitute an unwarranted invasion of privacy," and Government Code section 6255, subdivision (a), which exempts from disclosure, records where the public interest that would be served by disclosing the redacted items is outweighed by the reasons not to disclose them. Enclosed please also find the Notice of Termination issued to Eric Gable on September 11, 2018, with redactions pursuant to Government Code section 6254, subdivision (c), which exempts from disclosure personnel records "the disclosure of which would constitute an unwarranted invasion of privacy."

In its September 15 letter, SVCW also said it would produce Mr. Child's resignation letter, Mr. Child's Notice of Termination, and a settlement agreement with a former employee. However, SVCW has received notice that Mr. Child will file a "reverse-CPRA" action today or tomorrow, in which he will seek a court order prohibiting SVCW from disclosing these records. In light of his anticipated court action, SVCW will withhold these documents until the action is resolved.

Please also note that pursuant to Government Code section 6253(d), the person responsible for denying requests on behalf of SVCW is the undersigned.

Sincerely,
SILICON VALLEY CLEAN WATER

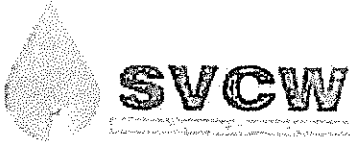
A handwritten signature in blue ink, appearing to read "Teresa Herrera", is written over a light blue horizontal line.

Teresa Herrera
Manager

copy: Christine C. Fitzgerald, SVCW General Counsel

SILICON VALLEY CLEAN WATER

JOINT POWERS AUTHORITY A PUBLIC ENTITY



1400 RADIO ROAD
REDWOOD CITY, CALIFORNIA 94065
650.591.7121 | FAX: 650.591.7122
WWW.SVCW.ORG

CITY OF SAN CARLOS | CITY OF REDWOOD CITY | CITY OF BELMONT | WEST BAY SANITARY DISTRICT

October 5, 2017

Hand delivery

Quinten Green
[REDACTED]

COFY

RE: Notice of Termination of At-Will Employment

Dear Mr. Green:

This letter is to notify you that you are terminated from your at-will employment as a Senior Operator, effective immediately. As stated in 2013-2018 Memorandum of Understanding between Silicon Valley Clean Water (SVCW) and Stationary Engineers, Local 39, your employment with SVCW is at-will, meaning that either you or the Agency may terminate your employment at any time with or without notice, and for any reason or no reason.

On August 25, 2017, you threatened [REDACTED] your co-worker, verbally and with a knife in the SVCW kitchen. Your actions violated SVCW Administrative Policy 2007-03, which prohibits workplace violence, threats of violence, and brandishing weapons, among other things. The seriousness of your conduct warrants dismissal.

If you would like to meet with me to discuss your dismissal, please contact Jennifer Flick to request an appointment within 10 business days of this letter. The meeting will then be set after my return from vacation. The meeting will be informal and will simply be an opportunity for you to respond to the reasons for my decision to terminate you. Because your employment is at-will, you have no right to appeal your termination.

Your final paycheck, including any unpaid wages and unused vacation accruals, will be processed and provided to you by the next regularly scheduled payday. You are hereby ordered to return all SVCW-owned property immediately. If you are eligible for COBRA benefits, you will receive notice of those rights under a separate cover.

Sincerely,

Daniel T. Child
Manager

cc: Mike Hart, Stationary Local No. 39, Business Representative

SILICON VALLEY CLEAN WATER

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WWW.SVCW.ORG

CITY OF SAN CARLOS | CITY OF REDWOOD CITY | CITY OF BELMONT | WEST BAY SANITARY DISTRICT

September 11, 2018

HAND DELIVERED

COPY

Eric Gable
[REDACTED]

RE: Notice of Termination of At-Will Employment

Dear Mr. Gable:

This letter is to notify you that you are terminated from your at-will employment as a Senior Plant Mechanic, effective immediately. As stated in 2013-2018 Memorandum of Understanding between Silicon Valley Clean Water (SVCW) and Stationary Engineers, Local 39, your employment with SVCW is at-will, meaning that either you or SVCW may terminate your employment at any time with or without notice, and for any reason or for no reason.

On August 30, 2018, you threw a metal dolly (a wheeled cart) across the maintenance shop because you were angry and frustrated. This is not the first time you have thrown objects in the shop when angry or frustrated. SVCW counseled you on numerous prior occasions that such conduct is prohibited. Your actions violated SVCW Administrative Policy 2007-03, which prohibits workplace violence, threats of violence, and throwing objects, among other things. The seriousness of your conduct warrants dismissal.

If you would like to meet with me to discuss your dismissal, please contact Jennifer Flick to schedule an appointment within 10 business days of this letter. The meeting will be informal, but you may bring a representative of your choice to attend with you. The purpose of the meeting is to provide you with an opportunity to respond to the reasons for my decision to terminate you. Because your employment is at-will, you have no right to appeal your termination.

Your final paycheck, including any unpaid wages and unused vacation accruals, will be processed and provided to you by the next regularly scheduled payday. You are hereby ordered to return all SVCW-owned property immediately. If you are eligible for COBRA benefits, you will receive notice of those rights under a separate cover.

Sincerely,

Teresa A. Herrera
Manager