



Hello members of the DSA and OSS,

The DSA and OSS Boards, along with our attorneys, have decided to take some important steps in our fight to improve working conditions in the Sheriff's Office. We have determined that our Administration has violated several provisions of California labor law. As a result, our attorneys have submitted PERB complaints regarding unfair labor practices. PERB (Public Employment Relations Board) is a state agency that investigates and mediates labor issues for public agencies. We believe that our Administration has committed several unfair labor practices, including failure to negotiate in good faith, interference with protected union activities, and failure to properly meet and confer with the unions, as well as implementing changes to all of our hours and working conditions without negotiating over the changes.

The DSA and OSS Boards did not come to this decision lightly. We all want a successful Sheriff's Office where employees are valued and where internal issues can be resolved in a prompt and respectful manner. However, after extensive conversations, meetings, and negotiations with our Administration, we no longer believe that the issues in the Sheriff's Office can be resolved through the usual, non-adversarial processes. To best protect and advocate for the membership in both unions, we determined that requesting PERB complaints were the best remaining option.

In addition, the DSA and OSS Boards have heard the concerns and grievances of the membership regarding Victor Aenlle. We have heard of him repeatedly overstepping his role as civilian chief of staff, and have also been made aware of numerous HR complaints. As a result of these issues, the DSA and OSS Boards have determined that a no confidence vote of the general membership is the next step. Further details about the vote, as well as a deeper look into the reasons behind the decision to hold the vote, will be coming in the near future.

PERB complaints take a long time to resolve. We ask for everybody's patience as we continue to move forward with that process and with the no confidence vote. In addition, we ask that everybody continue to follow orders and be respectful to each other and to their supervisors. Lastly, we continue to encourage everybody to take care of themselves. Please continue to take advantage of wellness opportunities offered by the County.

These are not small steps that are being taken. However, as long as we stay committed to doing things the right way, and as long as we stay united, we will make it through these trying times stronger than ever.

Please don't hesitate to contact a Board member if you have questions or concerns.

Thank you,

The DSA and OSS Boards