



MEMBERSHIP UPDATE

January 10, 2023

Esteemed Membership,

This memo is to keep everyone up to date and dispel any rumors or misinformation being sent out from the City.

Yesterday, the State of California, Public Employment Relations Board (PERB) issued a Complaint against the City of Santa Ana alleging unfair practices in connection with the Association's ability to represent its members and the City's conduct in interfering with that representation.

The Complaint (attached) alleges violations of the Meyers-Milias-Brown Act (MMBA), including a per se breach of the duty to bargain in good faith, discrimination, interference with employee rights, as well as denial of the use of release time and interference with union administration. The next step in the process is a hearing and a decision by PERB as to the remedy.

This is the second complaint that has been issued against the City. We have had a hearing in one case and are awaiting a decision of the Hearing Officer. We have another Unfair Practice Charge pending before PERB that we believe will result in the issuance of another Complaint. And, we have this recently issued Complaint. (The City filed an Unfair Practice Charge against the Association in the beginning of August last year, but a Complaint was never issued.)

This misconduct, resulting from the anti-union attitude of the City's Administration, has occurred under the leadership of City Manager Kristine Ridge and Chief David Valentin. Relations between the City and the POA were excellent before they were involved. Our pro-labor, pro-union City Council Members should look closely at the direction the City is taking with its largest represented employee group.

We're here to serve the citizens of Santa Ana. We're losing members; people are leaving the Police Department at an unprecedented rate. It's becoming harder and harder to work in this environment. The current situation does not reflect good employer-employee relations.

I encourage all to please read the attached PERB complaint and see for yourselves.

Sincerely,

GERRY SERRANO
PRESIDENT
SANTA ANA POLICE OFFICERS ASSOCIATION

GS/rr

2022 Membership Update on Rumors & Misinformation 01.10.2023