

Liz Bettencourt

From: Metra Valle
Sent: Friday, May 11, 2012 1:29 PM
To: Beau Goldie; Olga Martin Steele; Michael Hamer; Michael Baratz
Cc: Liz Bettencourt; Arthur Taylor
Subject: Credible Threat

On Thursday, May 10th the Unions were made aware of a credible threat that was launched on Monday, May 7th against the District and staff by a disgruntled ex-employee. As we understand the chain of events, the District apparently initiated and implemented activities to safeguard targeted staff and facilities. While we acknowledge the effort to protect targeted staff and facilities, the Unions would like to offer the following feedback to improve future efforts to safeguard the District and its employees:

1. The Unions are seeking prompt notice of threats as well as notification of the development of strategies to ensure safety in our workplace.
 - We are disappointed that management has apparently chosen not to notify the Union Leadership of the threat immediately; we need to be included in areas where our membership is exposed to health and safety risks.
2. Many of our members are concerned with the lack of and timeliness of notification to the entire District staff.
 - Efforts to mitigate this event have been conducted with a limited number of District employees. While the District campus is compact, and facilities are seemingly secure, the employees have day-to-day activities that bring county wide exposure. Lack of staff awareness of a credible threat limits staff's ability to remain vigilant and prepared to respond to an unforeseen event outside of the facilities.
3. The Unions are requesting that the District re-establish the incident management team to provide a further level of security to District employees.
4. The Unions are requesting a review of existing procedures to ensure that appropriate escalation procedures and communications are adhered to. (e.g. the threat level could have been increased and the general nature of the threat could have been more broadly communicated.)
5. The Unions are requesting a copy of the incident management report or briefing of the event, and measures taken to resolve the issue.

On behalf of EA, ES, and PMA.

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