

**From:** Liz Bettencourt  
**Sent:** Tuesday, August 28, 2012 2:01 PM  
**Subject:** EA Message to Our Members

Members:

We have heard from a number of you today who are disheartened and embarrassed by both the negative portrayal of the District in the media and the tone-deaf decision-making and timing of District management. The EA Executive Board shares your dismay.

I have been asked by members if there is any way EA can provide input to management and be more involved in the resolutions to the challenges we face as an organization. That sounds reasonable and is reminiscent of how issues used to be successfully tackled here. The unfortunate situation is that management has become out-of-touch with and distrusting of the staff. There is a concerted effort to “cold-shoulder” us out of such collaborative, solution-based opportunities because now every matter, issue, or discussion has become a labor relations issue, requiring their presence; and often management will lawyer up, allegedly in an attempt to intimidate us and mire us in more bureaucracy.

As members, you have the commitment of your elected officers that the Union will continue to be relentless in our attempts to be heard. It is time that the District gets off the “tough bargaining” strategy they have embraced and *refocus its efforts on what we can for this organization when we collectively talk and problem-solve at every level possible*. As I said in the weekly message last week, staff does good work and we should be proud of that in spite of all the media attention and our frustration with management.

Liz Bettencourt

**President, Employees Association**  
**408-630-2821**

