



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)  
BOARD OF DIRECTORS MEETING MINUTES\*  
MAY 21, 2021– 9:00AM  
MEETING HELD VIA TELECONFERENCE**

A regular meeting of the Board of Directors of the Santa Cruz Metropolitan Transit District (METRO) convened on Friday, May 21, 2021, via teleconference.

The Board Meeting Agenda Packet can be found online at [www.SCMTD.com](http://www.SCMTD.com). \*Minutes are “summary” minutes, not verbatim minutes. Audio recordings of Board meeting open sessions are available to the public upon request.

This document was created with accessibility in mind. With the exception of certain third party and other attachments, it passes the Adobe Acrobat XI Accessibility Full Check. If you have any questions about the accessibility of this document, please email your inquiry to [accessibility@scmttd.com](mailto:accessibility@scmttd.com).

- 1 CALL TO ORDER** at 9:01AM by Board Chair Lind.
- 2 ROLL CALL:** The following Directors were **present** via teleconference, representing a quorum:

<b>Director Jimmy Dutra</b>	<b>City of Watsonville</b>
<b>Director Aurelio Gonzalez</b>	<b>City of Watsonville</b>
<b>Director Shebreh Kalantari-Johnson</b>	<b>City of Santa Cruz</b>
<b>Director Manu Koenig</b>	<b>County of Santa Cruz</b>
<b>Director Donna Lind</b>	<b>City of Scotts Valley</b>
<b>Director Bruce McPherson</b>	<b>County of Santa Cruz</b>
<b>Director Donna Meyers</b>	<b>City of Santa Cruz</b>
<b>Director Larry Pageler</b>	<b>County of Santa Cruz</b>
<b>Director Kristen Petersen</b>	<b>City of Capitola</b>
<b>Director Dan Rothwell</b>	<b>County of Santa Cruz</b>
<b>Director Mike Rotkin</b>	<b>County of Santa Cruz</b>
<b>Ex-Officio Director Dan Henderson</b>	<b>UC Santa Cruz</b>
<b>Ex-Officio Director Alta Northcutt</b>	<b>Cabrillo College</b>

Additional METRO staff:  
Alex Clifford  
Julie Sherman

CEO/General Manager  
General Counsel

- 3 ANNOUNCEMENTS**  
Today’s meeting is being broadcast by Community Television of Santa Cruz County.
- 4 REVIEW OF ITEMS TO BE DISCUSSED IN CLOSED SESSION UPDATE**  
Julie Sherman, General Counsel, announced the item to be discussed in today’s first closed session; METRO’s CEO/General Manager performance evaluation. She did anticipate potential Board action after the closed session.

Public comments:

Kiernan Colby, SEIU 521 Lead Internal Organizer, spoke on behalf of members who have concerns about the CEO. Mr. Colby provided a few examples supporting the vote of no confidence petition (attached). It was signed by approximately 83% of the SEIU & SMART members. Mr. Colby asked the Board to do the right thing; the unions want to partner with METRO's leadership.

James Sandoval, SMART General Chairperson, thanked the Board for meeting with the union members. He echoed Mr. Colby's comments and asked the Board not to renew his contract.

Jeffrey Smedberg, a resident of Santa Cruz County who has at times relied on METRO's transportation, stands in solidarity with friends who work for both represented unions in their CEO no confidence vote.

Elise Casby, a member of the public, said it is extremely important that Mr. Clifford not be rehired. This is not the type of leadership METRO needs.

Brett Garrett expressed his support for the comments of the others.

**5 RECESS TO CLOSED SESSION - 9:23 AM**

**SECTION II – CLOSED SESSION**

**6 PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO GOVERNMENT CODE SECTION 54957(b)(1)**

**CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6**

**AGENCY DESIGNATED REPRESENTATIVE: DONNA LIND, BOARD CHAIR  
TITLE/UNREPRESENTED EMPLOYEE: ALEX CLIFFORD, CEO/GM**

**Following the Closed Session, and after a 15-minute recess, the Board may consider potential actions to amend the Employment Agreement of the CEO/General Manager.**

*Ex-Officio Director Henderson departed at 11:40AM*

**Chair Lind Reconvened the Board Meeting at 11:45A**

Chair Lind announced there would be a 15-minute break during which time the public will have an opportunity to review the (attached) fifth amendment to the CEO employment agreement.

Per General Counsel Sherman, the fifth amendment of the CEO employment agreement will be available for viewing on the CommunityTV site and the METRO website while we take a 15-minute recess. When the meeting reconvenes, she will provide an oral summary of the amendment. Prior to the Board voting on this matter, there will be an opportunity for Board and public comment.

**15 MINUTE BREAK BEGAN: 11:47AM**

**MEETING RESUMED AFTER 15 MINUTE BREAK AT 12:00PM**

## SECTION II – RECONVENE TO OPEN SESSION

### 7 REPORT OF CLOSED SESSION ITEMS

Julie Sherman, General Counsel, announced this is the fifth amendment to the CEO employment agreement and provided a brief oral summary of each of the amendment's sections.

Public comments:

Chair Lind approved Ms. Casby's request to submit her written comments for distribution to the board members. Ms. Casby then went on to offer both positive and negative comments regarding the CEO and METRO transit services.

Krista, a Santa Cruz resident, supports the SEIU membership action. She would prefer to see the Board focus on increasing ridership rather than Mr. Clifford's sizeable pay increase.

**ACTION: MOTION TO APPROVE THE FIFTH AMENDMENT TO THE CEO EMPLOYMENT AGREEMENT AS PRESENTED BY LEGAL COUNSEL. BOARD CHAIR TO MEET WITH CEO IN PRIVATE TO DISCUSS BOARD CONCERNS REGARDING THE CEO'S PERFORMANCE**

**MOTION: DIRECTOR ROTKIN**

**SECOND: DIRECTOR ROTHWELL**

**MOTION PASSED WITH 11 AYES (Directors Dutra, Gonzalez, Kalantari-Johnson, Koenig, Lind, McPherson, Meyers, Pageler, Petersen, Rothwell and Rotkin)**

### 8 BOARD OF DIRECTORS COMMENTS

Hearing none, Chair Lind moved to the next agenda item.

*In the interest of maintaining quorum, Agenda Item 15, Consideration of Santa Cruz METRO's Draft FY22 & FY23 Operating Budgets, FY22 Capital Budget and a Resolution Setting a Public Hearing on June 25, 2021, was heard in advance of Agenda Item 9, et al.*

### 9 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS

9.1 – May 3, 2021 Letter from Congresswoman Anna Eschoo

9.2 – April 30, 2021 Letter from Congressman Jimmy Panetta

Director Rotkin noted that "earmarks" may be brought back and supported by Congressmembers Eschoo and Panetta. He suggested METRO send a thank you note for including METRO in their considerations.

Received 5/19/2021, after the agenda was posted:

- Agenda Item 6: Closed Session, Public Employee Performance Evaluation Pursuant to Gov't Code Section 54957(b)(1) and Conference with Labor Negotiator Pursuant to Gov't Code Section 54957.6
  - Vote of No Confidence in Alex Clifford Petitions

Received 5/20/2021, after the agenda was posted:

- Agenda Item 9: Communications to the Board
  - Email and letter from Nathanael Abrego, Paratransit Operator
- Agenda Item 19: Closed Session: Conference with Labor Negotiator Pursuant to Gov't Code Section 54957.6 (Stipend Request)

Email with multiple media links and Atlanta Journal Constitution Article from James Sandoval, Organizer, General Chairperson

Having nothing further, Chair Lind moved to the next agenda item.

**10 LABOR ORGANIZATION COMMUNICATIONS**

Brett Garrett provided a brief oral description of an innovative transportation project in Contra Costa County referred to as Dynamic Rapid Transit (DRT), suggesting that the Board/METRO consider such a project.

Mr. Sandoval said it is disheartening and sad to learn of the Board's decision to vote unanimously in support of the CEO's employment contract extension. Unfortunately, this was treated as a procedural matter, with the Union not taken seriously. The CEO and Board relationship needs some improvement; however, both unions will strive to make it work.

Joan Jeffries, SEA President, thanked Mr. Sandoval for his comments. She hopes things can improve and thanked the Board for listening.

Having nothing further, Chair Lind moved to the next agenda item.

**11 METRO ADVISORY COMMITTEE (MAC) WRITTEN COMMUNICATIONS**

Hearing none, Chair Lind moved to the next agenda item.

**12 ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS**

Hearing none, Chair Lind moved to the next agenda item.

**CONSENT AGENDA**

- 13.1 ACCEPT AND FILE: PRELIMINARY APPROVED CHECK JOURNAL DETAIL FOR THE MONTH OF APRIL 2021
- 13.2 ACCEPT AND FILE: MINUTES OF THE APRIL 21, 2021 METRO ADVISORY COMMITTEE MEETING, THE APRIL 23, 2021 BOARD OF DIRECTORS MEETING, THE MAY 14, 2021 FINANCE, BUDGET & AUDIT STANDING COMMITTEE MEETING AND THE MAY 14, 2021 CAPITAL PROJECTS STANDING COMMITTEE MEETING
- 13.3 ACCEPT AND FILE: YEAR TO DATE MONTHLY FINANCIAL REPORT AS OF MARCH 31, 2021
- 13.4 ACCEPT AND FILE: YEAR TO DATE KEY PERFORMANCE INDICATORS (KPI) REPORT FOR QUARTER THREE AS OF MARCH 31, 2021
- 13.5 ACCEPT AND FILE: QUARTERLY STATUS REPORT OF GRANT APPLICATIONS, ACTIVE AND PENDING GRANTS FOR THE THIRD QUARTER OF FY21
- 13.6 ACCEPT AND FILE: THE METRO PARACRUZ OPERATIONS STATUS REPORT FOR JANUARY, FEBRUARY AND MARCH 2021
- 13.7 ACCEPT AND FILE: METRO SYSTEM RIDERSHIP REPORTS FOR THE THIRD QUARTER OF FY21
- 13.8 APPROVE: RELOCATION EXPENSES

- 13.9 APPROVE: CONSIDERATION OF AUTHORIZING THE CEO/GM TO SUBMIT A JOINT APPLICATION WITH THE CITY OF SANTA CRUZ FOR THE AFFORDABLE HOUSING AND SUSTAINABLE COMMUNITIES (AHSC) PROGRAM
- 13.10 APPROVE: CONSIDERATION OF AWARD OF CONTRACT TO GROUP 4 ARCHITECTURE, RESEARCH + PLANNING, INC. FOR GENERAL ON-CALL ARCHITECTURAL AND ENGINEERING SERVICES NOT TO EXCEED \$300,000
- 13.11 APPROVE: CONSIDERATION OF AWARD OF CONTRACT TO COLOR NEW CO. FOR EXTERIOR REFURBISHMENT OF THE MAINTENANCE FACILITY NOT TO EXCEED \$116,600
- 13.12 APPROVE: CONSIDERATION OF AWARD OF CONTRACT TO EAST BAY TIRE CO. FOR PURCHASE, DELIVERY AND SERVICING OF REVENUE AND NON-REVENUE TIRES NOT TO EXCEED \$200,000
- 13.13 APPROVE: CONSIDERATION OF DECLARING VEHICLES AND/OR EQUIPMENT AS EXCESS FOR PURPOSES OF DISPOSAL OR AUCTION
- 13.14 APPROVE: CONSIDERATION OF AUTHORIZING THE CEO TO EXECUTE A 3<sup>RD</sup> CONTRACT AMENDMENT WITH SWIFT CONSULTING SERVICES TO INCREASE THE CONTRACT TOTAL BY \$18,250 FOR FEASIBILITY STUDY AND ASSOCIATED SERVICES

**ACTION: MOTION TO APPROVE THE CONSENT AGENDA AS PRESENTED**

**MOTION: DIRECTOR MEYERS**

**SECOND: DIRECTOR GONZALEZ**

**MOTION PASSED WITH 11 AYES (Directors Dutra, Gonzalez, Kalantari-Johnson, Koenig, Lind, McPherson, Meyers, Pageler, Petersen, Rothwell and Rotkin)**

**REGULAR AGENDA**

**14 CEO ORAL REPORT / COVID-19 UPDATE**

CEO Clifford thanked the Board members for today's action regarding his employment amendment.

There have been no new hires, promotions, longevity recognitions or retirees since the last Board meeting.

CEO Clifford provided brief funding updates from various federal and state legislative bodies.

COVID updates:

- METRO has had no new COVID-19 cases since March 15
- Approximately 70% of METRO employees are fully vaccinated
- Effective May 1, bus capacity was increased to 25 on 40' and up to 15 on 30' buses, resulting in reduced pass-ups; with the exception of Highway 17 service due to compliance with Santa Clara County Health bus capacity limits of 8 per bus. To

compensate, we have been running extra buses on these routes. VTA's Acting CEO is hopeful the county will lessen this restriction in the near future.

- Any further adjustments will be made following the Governor's June 15 announcement
- Restrooms are now open at Watsonville and Pacific Station Transit Centers.

There were no public comments.

**15 CONSIDERATION OF SANTA CRUZ METRO'S DRAFT FY22 & FY23 OPERATING BUDGETS, FY22 CAPITAL BUDGET AND A RESOLUTION SETTING A PUBLIC HEARING ON JUNE 25, 2021**

CFO Chuck Farmer provided commentary to the presentation, focusing on the \$300K difference since the draft budget was last presented at the April 23, 2021 Board meeting.

Public comment:

Ms. Casby suggested the Board advertise the Board meeting more to encourage public participation.

**ACTION: MOTION TO APPROVE SANTA CRUZ METRO'S DRAFT FY22 & FY23 OPERATING BUDGETS, FY22 CAPITAL BUDGET AND A RESOLUTION SETTING A PUBLIC HEARING ON JUNE 25, 2021 AS PRESENTED**

**MOTION: DIRECTOR ROTKIN**

**SECOND: DIRECTOR PAGELER**

**MOTION PASSED WITH 11 AYES (Directors Dutra, Gonzalez, Kalantari-Johnson, Koenig, Lind, McPherson, Meyers, Pageler, Petersen, Rothwell and Rotkin)**

**16 REVIEW OF ITEMS TO BE DISCUSSED IN CLOSED SESSION UPDATE**

Julie Sherman, General Counsel, announced there is one item to be discussed in today's second closed session. She did not anticipate a report out after this closed session, but was not certain.

There was no public comment.

**17 ANNOUNCEMENT OF NEXT MEETING: JUNE 25, 2021**

Chair Lind announced the next meeting on June 25, 2021 and reminded the assembly to check the SCMTD website for venue updates, as we remain dependent upon the public health orders in place at the time.

**18 RECESS TO CLOSED SESSION – 12:45PM**

**SECTION II – CLOSED SESSION**

**19 CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6**

**AGENCY DESIGNATED REPRESENTATIVE: ALEX CLIFFORD, CEO/GM**  
**EMPLOYEE ORGANIZATION: SMART, LOCAL 23 FIXED ROUTE & PARACRUZ OPERATION, & SEIU, LOCAL 521**

**SECTION III – RECONVENE TO OPEN SESSION – 1:26PM**

**20 REPORT OF CLOSED SESSION ITEMS**

Chair Lind announced there was nothing to report from the second closed session.

**21 ADJOURNMENT**

Chair Lind adjourned the meeting at 1:28PM

Respectfully submitted,

Gina Pye  
Executive Assistant

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CLOSED SESSION I: PUBLIC EMPLOYEE PERFORMANCE EVALUATION

**FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT**

This Fifth Amendment to the Employment Agreement made and entered into on May 21, 2021 by and between the Santa Cruz Metropolitan Transit District (hereinafter referred to as "Santa Cruz METRO") and Alexander D. Clifford (hereinafter referred to as "Employee").

**I. RECITALS**

- 1.1 Santa Cruz METRO and Employee entered into an Employment Agreement ("Agreement") on March 28, 2014.
- 1.2 The Agreement allows for amendment upon mutual written consent.
- 1.3 Santa Cruz METRO and Employee desire to amend the Agreement to increase the compensation of Employee and make various other revisions to the Agreement.

Therefore, Santa Cruz METRO and Employee amend the Agreement as follows:

**II. TERM**

- 2.1 SECTION 3 – TERM OF EMPLOYMENT is amended by deleting Subsection A in its entirety and replacing it with the following:

"The term of this Agreement shall be for the period of May 7, 2014 through May 6, 2025. This Agreement is subject to the termination provisions provided in Sections 7 and 8, below. For the remainder of this Agreement, Employee's "anniversary date" shall be on May 7."

**III. COMPENSATION**

- 3.1 SECTION 4 - COMPENSATION of the Agreement is amended by adding the following paragraph to Subsection A directly above the paragraph beginning with "Upon Satisfactory Performance of Duties...", :

"Pursuant to Amendment Five of this Agreement, commencing May 7, 2021 ("Anniversary Date"), Employee will be paid at Step 5 of the monthly salary schedule established for the position of Chief Executive Officer/General Manager, for an adjusted monthly salary amount of \$22,080.24."

- 3.2 SECTION 4 - COMPENSATION of the Agreement is amended by adding the following paragraph to Subsection A directly below the paragraph beginning with "Upon Satisfactory Performance of Duties...", :

"Pursuant to the Fifth Amendment, upon satisfactory performance of duties, including metrics defined by the Board, rather than follow a step schedule, Mr. Clifford shall receive a 5% performance pay increase on his Anniversary Date, beginning May 7, 2022, and each Anniversary Date thereafter upon a showing of satisfactory performance. Any cost of living adjustments approved by the Board of Directors applying to the rates of compensation in the Management Compensation Plan shall be applied to rates identified for the position of Chief Executive officer/General Manager in accordance with Santa Cruz METRO's regular payroll procedures."

CLOSED SESSION I: PUBLIC EMPLOYEE PERFORMANCE EVALUATION

**IV. INSURANCE**

4.1 SECTION 15 – MEDICAL/DENTAL/VISION/LIFE INSURANCE/SHORT & LONG-TERM DISABILITY INSURANCE of the Agreement is amended by deleting Subsection B in its entirety and replacing it with the following:

"Santa Cruz METRO will pay the full cost of Term Life Insurance, covering employee at 3x Base Salary unless such level of insurance is not attainable in the open market. If such is the case, Santa Cruz METRO will provide Employee the Term Life Insurance to the maximum level available, not to exceed 3x Base Salary."

**V. REMAINING TERMS AND CONDITIONS**

5.1 All other provisions of the Agreement that are not affected by this Amendment shall remain unchanged and in full force and effect for the remainder of the term of the Agreement.

IN WITNESS WHEREOF the undersigned have executed this Fifth Amendment to the Agreement dated this 21st day of May, 2021 at Santa Cruz, California.

Employee

Santa Cruz Metropolitan Transit District

\_\_\_\_\_  
Alexander D. Clifford

\_\_\_\_\_  
Chair, Board of Directors

Approved as to form:

\_\_\_\_\_  
Julie A. Sherman, District General Counsel

## COMMUNICATIONS TO THE BOARD

Vote Of No Confidence in Alex Clifford Petition

5/17/2021

# Vote Of No Confidence in Alex Clifford Petition

We, the undersigned staff of Santa Cruz Metropolitan Transit District, have composed this letter to express our dissatisfaction with the current CEO/General Manager Alex Clifford.

This letter is to express a "VOTE OF NO CONFIDENCE" in Alex Clifford and his abilities to function as the CEO/General Manager for Santa Cruz Metropolitan Transit District. We, the signees, understand the severity of this decision and did not arrive at it hastily.

In the past, SMART (formally known as UTU) and Metro, has always functioned well together as a cohesive group thriving in a spirit of cooperation. Metro has always been a family and a place where we supported each other in the deliverance of the best public service and a space for good working relations. Prior to Alex Clifford, we have been proud of the work we did, working collaboratively, and felt like our input made a difference.

Throughout his tenure as CEO / General Manager we, the employees of Metro, have had concerns regarding Alex Clifford's ability to lead this agency due to his lack of professionalism, and leadership: specifically regarding trust, integrity, collaboration, decision making, vision, and his lack of respect for other staff.

Metro relies on the collaboration from all of the staff to provide exemplary public transportation service for our community.

Alex Clifford has demonstrated an ongoing lack of respect toward all of Metro staff, as his comments are consistently degrading and disrespectful towards the workforce as a whole. After many discussions with Alex Clifford, in an attempt to improve relationships, he continues to prove his disinterest in developing a working partnership with his employees. We have given many chances to Alex to see if he would be willing to work with the staff in a spirit of cooperation to grow the transit system by securing grants, develop programs, and shape a place of best practices for jobs; all of which would allow Alex to change and grow in his leadership. Time and time again, he has actively refused to co-create a productive, affirming, and mutual workplace. Alex's ongoing, harmful choices in this position of leadership needs to stop.

The morale is low amongst our members and we attribute that primarily to Alex Clifford and therefore we are insisting on a change of leadership for Metro.

We stand in solidarity in support of this vote of no confidence.

\*Required

# COMMUNICATIONS TO THE BOARD

Vote Of No Confidence in Alex Clifford Petition

5/17/2021

1. If you agree with the above statement, please add your full name once to our collective Vote of No Confidence in Alex Clifford. \*
2. In addition to your full name above, please add your badge number below. \*

This content is neither created nor endorsed by Google.

Attachment  
COMMUNICATIONS TO THE BOARD

If you agree with the above in addition to your full name above, please add your badge number below.

Timestamp			
1	03/05/2021 10:25:13	James Sandoval	607
2	03/05/2021 10:25:42	Joshua C. Chelise	652
3	03/05/2021 11:06:21	Brandon Freeman	589
4	03/05/2021 11:10:08	Joe Escobar	609
5	03/05/2021 11:10:24	Ivan T. Garcia	670
6	03/05/2021 11:10:57	Rhiannon Axton	525
7	03/05/2021 11:11:25	Ignacio Mata	614
8	03/05/2021 11:11:53	Robert Krause	885
9	03/05/2021 11:13:22	Julio Garcia Velasco	571
10	03/05/2021 11:13:56	Edgardo Madrigal	615
11	03/05/2021 11:21:41	Julio Perez	642
12	03/05/2021 11:22:29	Peg Flechtner	548
13	03/05/2021 11:26:03	Michael Richards	664
14	03/05/2021 11:27:12	Travis Havens	597
15	03/05/2021 11:30:17	Johnny Iopez	619
16	03/05/2021 11:31:41	Benjamin bidmon	592
17	03/05/2021 11:33:43	Alicia Griffin	591
18	03/05/2021 11:35:35	Gustavo Magana	635
19	03/05/2021 11:41:25	Juan B Montesinos-zarate	618
20	03/05/2021 11:41:45	Lorena Calderon	596
21	03/05/2021 11:42:45	Allison K. Hernandez-Ada	604
22	03/05/2021 12:11:42	Deanna D Lopez	641
23	03/05/2021 12:14:55	Michelle C Martinez	599
24	03/05/2021 12:23:29	Todd Pinsky	552
25	03/05/2021 12:37:12	Juan Manuel Fernandez	562
26	03/05/2021 12:38:10	Maurizio Italia	565
27	03/05/2021 12:52:49	Lyle Myron toline	575
28	03/05/2021 12:57:23	Amanda Kristine Bidmon	593
29	03/05/2021 13:02:24	Francisca Fernandez	638

Attachment  
COMMUNICATIONS TO THE BOARD

If you agree with the above, in addition to your full name above, please add your badge number below.

Timestamp		
30	03/05/2021 13:30:36	Michell Ann collins 675
31	03/05/2021 13:30:47	Robert P Maldonado 543
32	03/05/2021 13:32:27	Cindi Farrell 678
33	03/05/2021 13:35:20	Bernabe Jose carranco 677
34	03/05/2021 13:36:22	Pedro Gutierrez 542
35	03/05/2021 13:38:49	Eulalio Abrego 483
36	03/05/2021 13:47:03	Lenore Young 968
37	03/05/2021 13:56:08	Angel Valdez 362
38	03/05/2021 14:01:17	Nathanael Abrego 23
39	03/05/2021 14:15:05	Sergio Tabag 857
40	03/05/2021 14:24:12	Phylicia Mattos 669
41	03/05/2021 14:24:30	Daniela A Leal 671
42	03/05/2021 14:41:43	David R Demara 1205
43	03/05/2021 14:46:28	Isidro gabriel guevara 685
44	03/05/2021 14:51:15	Les Beck 398
45	03/05/2021 15:54:58	Hector Torres 526
46	03/05/2021 16:03:25	Mary Therese Sells 555
47	03/05/2021 16:35:50	Angelina Avila 657
48	03/05/2021 19:09:48	Jose Carranco 39
49	03/05/2021 19:12:04	Alma Gutierrez 005
50	03/05/2021 21:51:12	Jesus Gonzales 588
51	03/05/2021 22:57:44	Blanca Eusse-Valdez 578
52	04/05/2021 06:02:52	Hung C Lee 547
53	04/05/2021 08:24:45	Eddie Torres 633
54	04/05/2021 09:29:03	Erlyn Osorio 546
55	04/05/2021 09:30:18	Josefina cruz 613
56	04/05/2021 09:50:07	Nanez,Jose 487
57	04/05/2021 10:35:41	Lynn Hersey 433
58	04/05/2021 11:13:47	Serafin. G Ruiz 416

Attachment  
COMMUNICATIONS TO THE BOARD

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Timestamp		
59	04/05/2021 12:32:03	Eric Negrete 590
60	04/05/2021 12:36:10	Norma Osorio 647
61	04/05/2021 13:03:01	Patrick Forthun 563
62	04/05/2021 13:09:25	Clarence Aragon 570
63	04/05/2021 13:48:29	Juan R. Garcia 643
64	04/05/2021 13:50:23	Miguel A Duarte 658
65	04/05/2021 13:53:35	Valentin Zarate 511
66	04/05/2021 14:10:50	Jon Bartholomew 693
67	04/05/2021 14:50:23	Delvis F Seda Jr 490
68	04/05/2021 14:55:20	Lanea Hightower 639
69	04/05/2021 15:14:53	George Felder 268
70	04/05/2021 15:20:53	Manny Perez 611
71	04/05/2021 15:24:44	John Thomas 463
72	04/05/2021 16:11:00	Adrian Jimenez 663
73	04/05/2021 16:46:01	Byron Watson 530
74	04/05/2021 16:47:11	H. Dean Brown 551
75	04/05/2021 17:14:07	Ed Davidson 512
76	04/05/2021 17:45:49	Uriel mendoza 598
77	04/05/2021 18:03:11	Marie hoyos 584
78	04/05/2021 18:08:04	Ezequiel Osorio 521
79	04/05/2021 18:29:22	Oscar Mendez 603
80	04/05/2021 20:07:38	Pablo Martinez 680
81	04/05/2021 20:08:36	Gabriela Martinez 1252
82	05/05/2021 00:58:39	Miguel Angel Maldonado , 687
83	05/05/2021 03:53:23	Mario Espinoza. 284
84	05/05/2021 08:45:47	Efrain Arellano 610
85	05/05/2021 09:11:36	Leonel Ruiz Chávez 032
86	05/05/2021 10:18:47	Paul Lennon 602
87	05/05/2021 10:29:29	Jay Renteria 517

# Attachment COMMUNICATIONS TO THE BOARD

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Timestamp		
88	05/05/2021 12:41:27	Lizette Mendoza 616
89	05/05/2021 13:23:31	Jeremy Lovenfosse 628
90	05/05/2021 13:45:10	Jesus M. Garcia 656
91	05/05/2021 14:00:40	Andre Harte 562
92	05/05/2021 14:13:22	Gustavo R Cortes 506
93	05/05/2021 14:26:30	Francisco Calderon 430
94	05/05/2021 15:36:06	William McIntyre 518
95	05/05/2021 15:42:24	Mario Atrellano 497
96	05/05/2021 16:10:41	David Hernandez 621
97	05/05/2021 16:31:08	Romeo Vidal 620
98	05/05/2021 18:26:34	Howard James 579
99	05/05/2021 19:17:32	Juan I Gallegos 026
100	06/05/2021 08:54:05	Donovan Castaneda 654
101	06/05/2021 08:59:38	Mark Saunders 448
102	06/05/2021 09:01:37	Clint D. Nabor 636
103	06/05/2021 09:03:06	Elena Zyulina 688
104	06/05/2021 09:08:27	Ricardo Jesus Vivanco 035
105	06/05/2021 09:16:49	Xiomara Brioso 655
106	06/05/2021 09:23:14	Pío quinto Carrillo 679
107	06/05/2021 09:42:01	Jorge Antonio Gallegos 662
108	06/05/2021 09:59:23	Michael miller 412
109	06/05/2021 10:06:30	Alejandro barriga 045
110	06/05/2021 10:11:54	Rhonda Starleen Carter 493
111	06/05/2021 11:03:52	Juan M Garcia 690
112	06/05/2021 11:06:06	david medina 634
113	06/05/2021 11:39:14	José Luis Barriga Estrada 582
114	06/05/2021 12:02:51	Jesse Mendoza 1155
115	06/05/2021 14:00:16	Andrew Kearney 665
116	06/05/2021 15:24:57	Martin George Gilbert 458

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Attachment  
COMMUNICATIONS TO THE BOARD

Timestamp      If you agree with the above in addition to your full name above, please add your badge number below.

117	07/05/2021 06:32:29	Salvador Calderon	439
118	07/05/2021 07:50:02	Paul Q camacho	724
119	07/05/2021 13:19:48	Ronald Catley	057
120	07/05/2021 14:50:05	Sara Hewitt	51
121	07/05/2021 18:51:52	Leo Herrera	842
122	07/05/2021 18:51:59	Oscar Herrera	820
123	08/05/2021 16:06:11	Victor Rodriguez	56
124	08/05/2021 18:25:06	Ruben Valdez	020
125	09/05/2021 13:33:13	Miguel Avalos Lazaro	674
126	10/05/2021 14:05:15	Heriberto Estrada	625
127	10/05/2021 14:44:45	Jorge Henriquez	1228
128	10/05/2021 14:54:05	Maribel Negrete	681
129	10/05/2021 14:54:55	Jennifer Kortright	053
130	10/05/2021 18:07:20	Efren J. Escamilla	843
131	11/05/2021 08:23:13	Manuel Diaz	037
132	11/05/2021 09:45:20	Amy perez	617
133	11/05/2021 15:03:23	ELEUTERIO GARCÍA SU	480
134	11/05/2021 15:28:24	Francisco f Estrada	462
135	11/05/2021 15:33:50	Miguel A Escarcega	007
136	11/05/2021 15:58:27	Amy Lona	640
137	11/05/2021 16:04:49	Israel zaragoza	03
138	11/05/2021 16:14:30	Bonita Cramer	700750
139	11/05/2021 16:33:19	Bryan saucedo	O40
140	11/05/2021 16:33:41	Noah Vasseur	018
141	12/05/2021 09:09:27	Mitch Doukas	878
142	12/05/2021 11:02:50	Carolyn Bowers	502
143	13/05/2021 16:55:43	Edgardo Villalobos	580
144	13/05/2021 18:29:10	Bonnie Farris	507
145	13/05/2021 20:03:10	Cesar Medina	649

Attachment  
COMMUNICATIONS TO THE BOARD

Timestamp If you agree with the above In addition to your full name above, please add your badge number below.

146	13/05/2021 20:05:55	Rodrigo Mojica	050
147	13/05/2021 21:27:18	Idan albarado	668
148	14/05/2021 08:46:35	Marc Krovetz	446
149	15/05/2021 14:44:37	Jaime Jimenez-Neri	682

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# Attachment COMMUNICATIONS TO THE BOARD



**SERVICE EMPLOYEES  
INTERNATIONAL UNION  
CTW-CLC**

**SAN JOSE H.Q.**  
2302 Zanker Road  
San Jose, CA 95131

**Phone:** 408-678-3300  
**Fax:** 408-954-1538

**BAKERSFIELD**  
1001 17th Street  
Bakersfield, CA 93301

**Phone:** 661-321-4160  
**Fax:** 661-325-7814

**FRESNO**  
5228 E. Pine Avenue  
Fresno, CA 93727

**Phone:** 559-447-2560  
**Fax:** 559-261-9308

**HANFORD**  
101 N. Irwin St., Suite 203  
Hanford, CA 93230

**Phone:** 559-587-1521  
**Fax:** 559-587-1524

**REDWOOD CITY**  
This location has been  
closed. Please mail  
correspondence to our  
San Jose Headquarters

**Phone Calls / Facsimiles  
received at our San Jose  
Headquarters:**

**Phone:** 650-801-3500  
**Fax:** 650-595-1930

**SALINAS**  
334 Monterey Street  
Salinas, CA 93901

**Phone:** 831-784-2560  
**Fax:** 831-757-1863

**SANTA CRUZ**  
517B Mission Street  
Santa Cruz, CA 95060

**Phone:** 831-824-9255  
**Fax:** 831-459-0756

**VISALIA**  
1811 W. Sunnyside Avenue  
Visalia, CA 93277

**Phone:** 559-635-3720  
**Fax:** 559-733-5006

May 19, 2021

We the undersigned SEIU 521 Members Vote **NO CONFIDENCE IN ALEX CLIFFORD's** leadership as CEO.

### Names

Molly Gallet	Mariano Bernal
Esmeralda Arias	Adela
Joy Olander	Edward diaz
Liz padilla	Lupe
Elizabeth Thompson	Robert. Valdiva
Eduardo Montesino	Antonio Z Garcia
Maria Hernandez	jess martinez
Alejandro Rondariz	Efrain Hernandez
Jose Flores	Ivan Ballesteros
Arturo Valdez	Tomas Moreno
Luis Rocha	Andrea Eusse-Gil
Julio Currea	Tomas Moreno
Jose Zamarripa	Eric Perez
Ed Cummins	Manny M.
Catalino Vasquez	Dario Rocha
Wes Guild	Sandra Howard
Jaime S. Hernandez	Holly Alcorn
Tomas Moreno	Jose Flores
Luis Abundez	anonymous
Rob Willis	Michael Rios
Elmer Torres	Jordan Vascones
Cristobal Rivera	Michael
Brian Lam	Vickie Sanchez
Stefan Woliczko	John Nevin
Lucas Iriguchi	Chris perez
Nathan Misenheimer	Eddie Bibriesca
Pete Rasmussen	Cayla Hill
Cortney Martin	Daniel Zenteno
Mike	Jose Raygoza
Antonio Z Garcia	Miguel Villarruel
Cesar Alvarez	Christopher R. Leonard
Joan Jeffries	Uriel Estrada
Jason LoGiudice	

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[www.seiu521.org](http://www.seiu521.org)

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# Attachment

## COMMUNICATIONS TO THE BOARD

**Gina Pye**

---

**From:** Nate Abrego <nathanaelabrego@gmail.com>  
**Sent:** Thursday, May 20, 2021 9:56 PM  
**To:** boardinquiries@scmtd.com  
**Subject:** AGENDA ITEM 9 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS  
**Attachments:** LaloAbregoLetterToBoard.docx

I am sending this letter on behalf of my father concerning the situation that caused my brother Jesus Estrada to resign.

Thank you,

Nathanael Abrego  
Paratransit Operator (Paracruz)  
Senior Vice Chairperson  
Union Representative  
SMART-Union Local 0023  
831-206-0062

**AGENDA ITEM 9: RECEIVED AFTER AGENDA WAS POSTED**

# Attachment

## COMMUNICATIONS TO THE BOARD

I would like to express my concern with what is happening to new bus operator employees. It seems to be standard practice now that when a new employee has something particularly important occur that may be out of their control, such as an illness, or their family member has a medical emergency, they are let go. In the case of my son, Jesus Estrada, he simply asked for one hour to be able to go to the County office to receive a marriage certificate and they denied it. They left him no choice but to resign from the job. I pleaded with Operations Manager Anna Gouveia that the date had already been set for the upcoming Saturday and could not be changed. Anna simply replied that the decision of the training supervisor Leo Pena had been made and there is nothing she could do. Jesus had insisted for two weeks that his situation was a very personal one and marriage is a religious act that he could not fail to do. He was simply asking for one hour, and they literally forced him to choose over his soon to be marriage or his job.

There have been similar cases with other new employees. One of which was brought to the attention of the board a couple of years ago. Another long-time bus operator (20+ years) whose son was let go after he had to take a family member to the ER. These employees join with hope and excitement to begin a long career working for the Metro but have been let go or forced to resign due to a personal emergency simply because they are not protected by a union during the probation period. Their rights are abused with no recourse. I understand that Metro has a set of rules and standards, but they fail to see that in these situations they are not correct.

Please, for the sake of those who desire to work for the Metro, do not allow them to be treated unjustly. Treat them like human beings.

**AGENDA ITEM 9: RECEIVED AFTER AGENDA WAS POSTED**

# Attachment

## COMMUNICATIONS TO THE BOARD

**From:** [James Sandoval](#)  
**To:** [boardinquiries@scmtd.com](mailto:boardinquiries@scmtd.com)  
**Subject:** Agenda Item 19: SECTION IV: CLOSED SESSION - CONFERENCE WITH LABOR NEGOTIATOR PURSUANT TO GOVERNMENT CODE SECTION 54957.6 (Stipend Request)  
**Date:** Thursday, May 20, 2021 8:19:51 PM  
**Attachments:** [image001.png](#)  
[MARTA employees to get \\$3,500 pandemic bonus.pdf](#)

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Hello Board of Directors,

I'm not quite sure what will be discussed or voted on in IV Closed Session but I just want to reiterate that we only requested to be able to sit at the table to discuss some type of reasonable stipend. Here are a few examples at other transportation agencies with what they are doing for their workers regarding some type of stipend:

<https://www.ajc.com/news/commuting-blog/marta-employees-to-get-3500-pandemic-bonus/CIP3EX2FO5HRZBN4VEJMA5UUE/>

[https://www.gwinnettdailypost.com/local/gwinnett-commissioners-approve-pandemic-bonuses-for-countys-transit-workers/article\\_5fbb1960-867f-11eb-a70f-971775197376.html](https://www.gwinnettdailypost.com/local/gwinnett-commissioners-approve-pandemic-bonuses-for-countys-transit-workers/article_5fbb1960-867f-11eb-a70f-971775197376.html)

<https://www.houstonchronicle.com/news/houston-texas/transportation/article/Metro-paying-workers-150-per-week-bonuses-for-15429872.php>

We don't know if you all are discussing whether you will assign a lead negotiator for Metro regarding this request or if you all will be discussing some type of offer yourselves. Either way, we leave it up to you all to decide what is fair.

Thank you all for your consideration.

In unity,

**James Sandoval**

*Organizer, General Chairperson*

*Sheet Metal Air Rail Transportation (SMART) Local 0023*

*8312470400*



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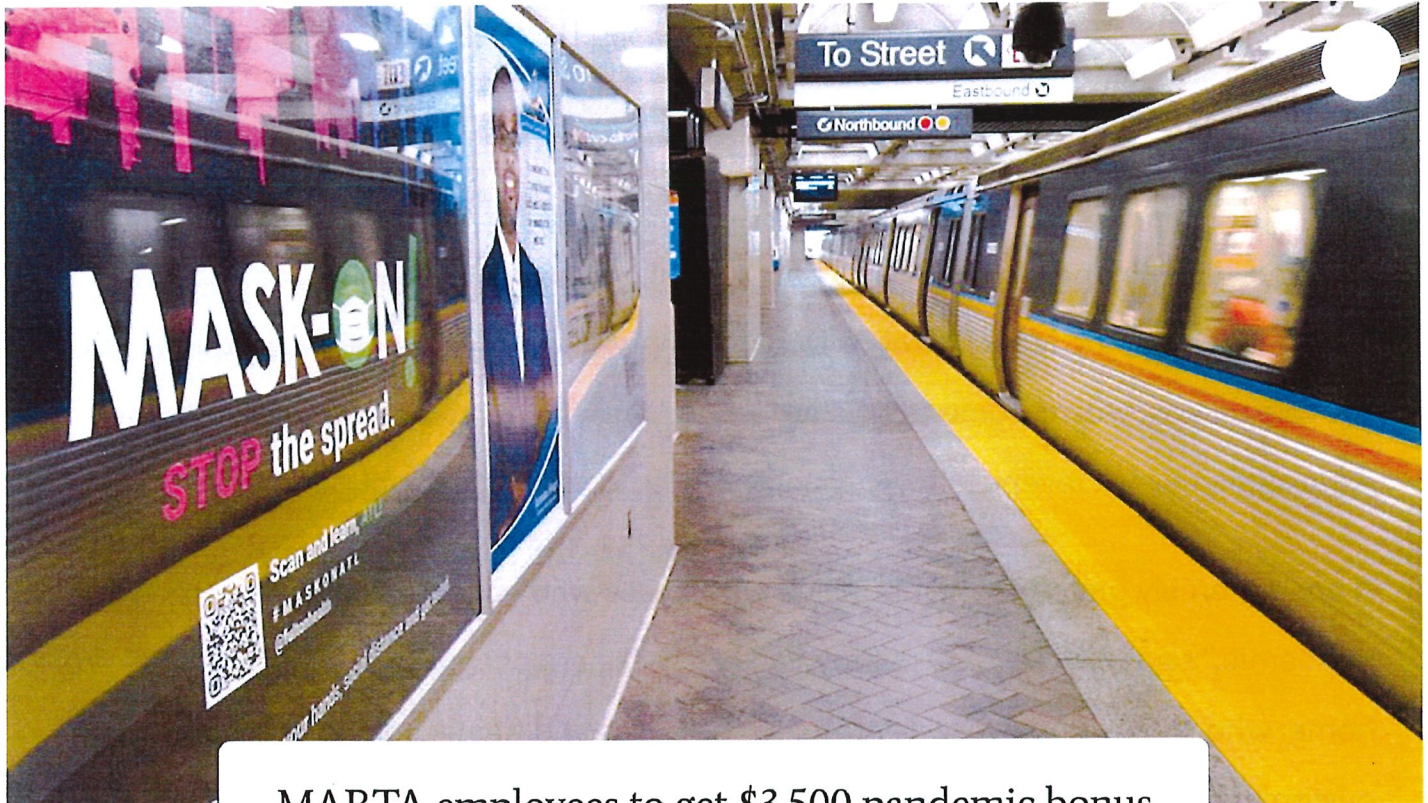
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MARTA employees to get \$3,500 pandemic bonus

COMMUTING BLOG | April 30, 2021

By David Wickert, The Atlanta Journal-Constitution

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MARTA plans to pay front-line and unionized employees an extra \$3,500 for working through the coronavirus pandemic.

Advertisement

The one-time payment would go to bus and rail operators, mechanics and supervisors and members of the MARTA Police Department with the rank of major and below. The \$13 million cost would come from budget surpluses that resulted from higher-than-expected sales tax revenue, lower-than-expected costs and federal pandemic relief.

“I am extremely grateful to our frontline employees who have carried us through this pandemic,” said MARTA CEO Jeffrey Parker. “These are people who could not work from home, who showed up every day to keep the buses and trains running and protect our customers, all while considering the health risks to themselves and their families.”

It’s the second round of bonuses for MARTA employees during the pandemic. Last April the agency announced \$500 “hero bonuses” for workers.

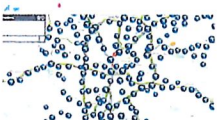
The MARTA Board of Directors will consider approving the latest payment on May 13. If the board approves it, employees will receive the payments on May 27.

### In Other News



COMMUTING BLOG

MARTA approves bonus and raise for employees



COMMUTING BLOG

Want traffic alerts? Here’s the 411 on Georgia 511



# COMMUNICATIONS TO THE BOARD

MARTA employees to get \$3,500 pandemic bonus

5/20/2021



## COMMUTING BLOG

New MARTA rail cars: What features do you want?



## COMMUTING BLOG

Xpress bus opens new Cobb park-and-ride lot Monday



## COMMUTING BLOG

More construction coming to Ga. 400, I-285



## COMMUTING BLOG

MARTA to restore bus service Saturday: How will it affect you?



## COMMUTING BLOG

Emergency repairs needed after I-85 crash at Spaghetti Junction



## COMMUTING BLOG

Georgia budget includes \$6 million to rehab MARTA station

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