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INTERNATIONAL UNION, CTW, CLC

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<http://www.seiu721.org>

Sent Via Email and USPS

May 17, 2021

Mayor and City Council Members
City of Port Hueneme
250 N. Ventura Rd.
Port Hueneme, CA 93041

Re: Vote of NO Confidence in the Executive Team

Dear Mayor and Members of the City Council,

On behalf of our represented members of the SEIU Local 721 your employees, we would like to inform you of how the majority of them feel due to the treatment they have experienced over the past year or so, specifically from your Human Resources Department and the executive administrative team. Employee morale is at its lowest and our members don't feel that the Human Resources Manager, Melanie Hanisco, is approachable or has an open-door policy. There have been times when employee have questions and have tried to walk into her office, and they are immediately asked if they have an appointment or her office door is shut, and she is inaccessible. Members feel disrespected and that their voices are being silenced. Many times, concerns are not being addressed and/or members receive an attitude from Mrs. Hanisco. This is a perfect example and a contributing factor to why your city employees feel demoralized.

During these trying times, due to the pandemic, there have been discussions that have impacted our members in a negative way and have created a hostile work environment. Our members have been abiding by the rules and policies yet at the same time, there are members of management not following the proper policies and protocols, such as wearing a mask at all times while walking around indoors. We hope you can address these concerns with the management team and ask that they lead by example.

Our members have continued to maintain the level of customer service and work ethic that is essential for our city to remain "The friendly city by the Sea". Year after year our members, your employees, have worked hard to keep services going with a smile but not without a sacrifice. There are positions that, due to attrition, have not been filled and many of the duties of the employees who have left are placed on our members. Members have been required to take on additional duties and responsibilities of these position vacancies, without compensation and at times requiring our members to work out of class. These issues and concerns have been brought to Mrs. Hanisco's attention and seem to have fallen on deaf ears.

The members of the SEIU 721 would like to issue a Vote of No Confidence in our City Manager Brad Conners, Deputy City Manager Charles Peretz, and Human Resources' Manager Melanie Hanisco. We believe that there is a lack of transparency directly associated with the members of the executive administrative team. We look forward to a response to our formal Vote of No Confidence. SEIU 721, along with some of its member leaders, would like to schedule a time to meet with Council Members and discuss specific examples of the issues that members have been experiencing.

Thank you for your time and attention to this matter.

Sincerely,

A handwritten signature in cursive script that reads "Lupe Montano". The signature is written in black ink on a white background.

Lupe Montano

Worksite Organizer

805-377-6151

Lupe.montano@seiu721.org

On behalf of the Members of the SEIU 721

C: Brad Conners, City Manager
Charles Peretz, Deputy City Manager
Melanie Hanisco, Human Resources' Manager
Danny Carrillo, SEIU 721 Regional Director
Edwin Valdez, SEIU 721 Regional Coordinator
Vote of No Confidence Executive Team