

February 27, 2004

Mr. Wayne Murphy
Assistant Chancellor of Human Resources
San Diego Community College District
3375 Camino del Rio South
San Diego, CA 92108

Hand Delivered

Dear Mr. Murphy,

This letter serves as a follow-up to my two previous correspondences regarding changes in working conditions in the counseling and financial aid offices as a result of the new proposed District tracking system. Having now witnessed first hand how these systems can be used to keep a record of our unit members' time spent with students, it is clear to the Guild that the introduction of these time keeping systems represents a unilateral change in working conditions by the District. As I stated in my two previous correspondences to you, these changes in working conditions need to first go through the negotiation process with the AFT Guild as the exclusive representative of the college faculty and the office/technical staff.

This letter hereby constitutes the final formal demand by the Guild to meet and negotiate with the District over these matters and to cease and desist with the implementation of these time keeping systems until such time that we have reached agreement through the negotiation process. This letter will also serve as formal notice that if the District fails to cease and desist with the implementation of these time keeping systems by the close of business on Monday, March 1, the Guild will have no choice but to file an unfair labor practice and seek injunctive relief from the PERB.

If you have any questions or would like to set up a meeting to meet and negotiate over these changes, please contact me. Under no circumstances is the Guild agreeing to allow any of these systems to become operational prior to the conclusion of the meet and negotiate process.

Very truly yours,

Jim Mahler, President

c: Chancellor Gallego, Assistant Chancellor Neault, Board of Trustees