



July 20, 2017

Labor Negotiator Cassandra da Costa
City of Seattle
Personnel Department
700 5th AV, #5400
PO Box 34028
Seattle, WA 98124-4028

Dear Labor Negotiator da Costa,

Filed Electronically

The Seattle Police Management Association (Association) is responding to the recent Executive Order issued by Mayor Edward B. Murray in regard to “body-worn video” dated July 17, 2017.

It is the position of the Association that multiple issues identified in the document titled Executive Order 2017-03 are mandatory subjects of bargaining as governed by RCW 41.56 including but not limited to body of work, working conditions and discipline among others. Additionally, it is the position of the Association that there are also multiple issues identified in the document that have impacts or effects and also require bargaining as governed by RCW 41.56. Also, there is a current Collective Bargaining Agreement (CBA) in effect and there are existing Memorandum of Agreement (MOA) between the Employer and Association that have some governing language. We are currently in the bargaining process with the Employer on a successor agreement to the current CBA.

As you are aware there is an Unfair Labor Practice action with the Public Employment Relations Commission to address, among other issues, body of work and bargaining that has been scheduled for hearing later this year.

As we have previously stated on numerous occasions we stand ready to bargain over this issue and affirm our commitment to meet our statutory obligations under RCW 41.56.

It is the position of the Association that the Employer immediately “Cease and Desist” in its actions, follow and enforce the current language in the signed CBA and governing MOS’s and properly discharge the duties required under RCW 41.56.

In addition to a Cease and Desist this letter is also a formal Demand to Bargain as governed by RCW 41.56.

The Association reserves the right to amend and/or add additional violations and take other appropriate action as deemed necessary by the Association on this or related matters.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Mike Edwards", with a stylized flourish at the end.

Mike Edwards

President

Seattle Police Management Association

Cc: Chief Kathleen O'Toole
Deputy Chief Carmen Best
Assistant Chief Steve Wilske
HR Director Mike Fields
Interim LR Operations Manager Michael South
Labor Relations Coordinator Varick Tucker