



December 5, 2017

Alex MacLennan  
Chief Human Resources Officer  
Tahoe Forest Hospital District  
P.O. Box 759  
Truckee, CA 96160

**Re: Affiliation Between EAP and AFSCME**

Dear Mr. MacLennan:

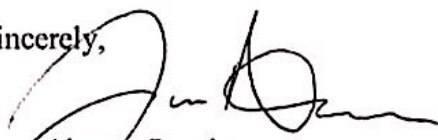
As you know, the Tahoe Forest Hospital Employees Association of Professionals (“EAP”) has agreed to affiliate with the American Federation of State, County and Municipal Employees (“AFSCME.”) This letter serves as the affiliated entity’s request for the Hospital to respect the EAP members’ determination to affiliate with AFSCME and to recognize the affiliated entity as the exclusive representative for employees in the Professional bargaining unit.

The EAP and AFSCME have entered into an Affiliation Agreement. On November 15 and 16, the EAP held a vote of its membership on whether the membership agreed to affiliate with AFSCME. The EAP membership overwhelmingly approved the affiliation with 86% of those voting, voting in favor of affiliation. 169 out of 197 members voted, and 146 of those members voted yes. Furthermore, there are many other non-member employees in the bargaining unit that have signed cards in support of the affiliation and who have recently agreed to become members specifically for the purpose of supporting affiliation. There is clearly a supermajority of the bargaining unit who desire affiliation with AFSCME.

Given that this is an internal union matter, and that the employees have the right to determine their representative, we hereby notify you that the EAP/AFSCME is the exclusive representative of the employees in the EAP’s bargaining unit. We look forward to our continued partnership with the Tahoe Forest Hospital District in making Tahoe Forest Hospital the best mountain health system in the nation.

We look forward to hearing from the District regarding its recognition of EAP/AFSCME.

Sincerely,



Juan Abarca-Sanchez  
President, EAP

cc: Tahoe Forest Board of Directors  
enc: EAP/AFSCME Affiliation Agreement