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** Admitted in Hawaii
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March 21, 2013

VIA EMAIL AND U.S. MAIL

Ms. Debra Margolis
Deputy City Attorney
Office of the City Attorney
City of Fremont
3300 Capitol Ave., Building A
P.O. Box 5006
Fremont, CA 94538

Ms. Nellie Ancel
Deputy City Attorney
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P.O. Box 5006
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**Re: Service Employees International Union, Local 1021 / FACE
City of Fremont**

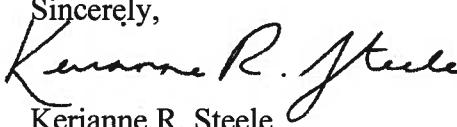
Dear Ms. Margolis and Ms. Ancel:

As you are aware, we are attorneys for the Service Employees International Union, Local 1021 ("SEIU"), which is "affiliated with the Fremont Association of City Employees."

You have likely received a notice from Craig Conwright regarding "FACE Disaffiliation Election Results." In the coming two days, we will submit to the City a packet of evidence which demonstrates that this so-called disaffiliation election was illegitimate.

As we mentioned in our March 8, 2013 letter to you, the City has a continuing duty to recognize and bargain with the SEIU. This vote does not change that. Please be advised, again, that if the City refuses to bargain with the SEIU, it will violate the Meyers-Milias-Brown Act in at least four respects. (See PERB Regulation 32603(a), (b), (c), and (d).) We would promptly file an unfair practice charge and request for injunction with PERB.

Please ask your client, Allen DeMers, to respond to the SEIU's request for bargaining dates as soon as possible. Please contact me if you would like to discuss this correspondence.

Sincerely,

Kerianne R. Steele

KRS:not

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