



WASHINGTON STATE  
COUNCIL OF COUNTY AND CITY EMPLOYEES  
AFSCME AFL-CIO

Affiliated with:  
American Federation of State, County & Municipal Employees  
Washington State Labor Council

CHRIS DUGOVICH President/Executive Director

May 5<sup>th</sup>, 2017

Greg Elwin, Police Chief  
City of Mill Creek Police Department  
15728 Main St.  
Mill Creek, WA 98012

Re: Intimidation/Bullying

Chief Elwin:

This letter is being sent related to several concerning actions that have occurred over the last several months in relations to the Union Leadership of the Local 1811-M. As you aware the reorganization and negotiations of a new contract at the City of Mill Creek over the last year has been difficult in productivity and emotions. I am raising these concerns in an effort to ensure that the employees will be able to advocate to their fullest ability for the betterment of the City of Mill Creek. The following actions are being perceived as bullying and intimidating.

- Early in January 2017: Chief Elwin came to President Mason-Hatt's office to speak about sending a copy of an executed contract to another city via email over the Holiday break when our public records officer was out of the office.

The claim was that the city that requested the contract did not provided an official public records request and that it shouldn't have been filled. President Mason-Hatt ascertained that she was being scolded, because the requestor was former City Clerk Kelly Chelin. In the previous 16 years she has worked at the city the process has never required other jurisdictions to formally fill out public record requests. The City has always just supplied other cities with the documents upon request. President Mason-Hatt was informed that going forward was not to "fill" any records requests from other cities without a formal request and that this would be the new standard for the whole city. To date (May 5<sup>th</sup>, 2017) this standard has not been "rolled out" to all employees. The Union is understanding the issue was not the records request but who made the request and the role of the union president in filling that request. President Mason-Hatt was being targeted for helping that former employee who is known to not be a "friend" to the current administration.

- On/or about March 20<sup>th</sup>: Union President Kim Mason-Hatt was questioned about a posting on a private Facebook page. The posting was a generic statement of low morale.

The post was generic in nature as did not it identify the City of Mill Creek, yourself, and/or any other possible workplace identifier. Further, the Facebook setting was private and not for public consumption. The act of speaking to the Union President and investigating the nature of her personal posts on a private website is inappropriate and creates a negative effect on her participation in the union. This is particularly effective at chilling the overall union participation by the very nature of how small of a workplace City of Mill Creek is. I request that the behavior cease and does not occur again.

- On April 14<sup>th</sup>, 2017 approximately 11 am: The Employer and Union held a negotiations session in which the Employer stated that one of the bargaining team members job was going to be reclassified. When President Mason-Hatt inquired about what would happen to the employee the Employer's response was that she could apply for a position that she was not qualified. That resulting action would essentially mean the employee would be laid off.

This discovery of this new information clearly lead to the union leadership being distraught and the bargaining session was ended for the day. As the union leadership and I met to discuss the meaning of the Employer's statement and actions during negotiations you came into Vice President's office and attempted communication. Vice President Risen stated she was incapable of having a discussion and asked for you to stop. After she repeated her request, while you persisted I had to step in and ask you to leave several times. Eventually, you left, but as you walked down the hall next to the Vice President's office there was loud banging on the wall moving away from the office. This was loud enough that all conversation stopped and we listened to the noise as it moved away from the office. Your behavior of banging on the hallway wall is inappropriate and has very negative impact on union participation. Again, the behavior is chilling the union at best and at worst may be perceived as threatening to employees in the work place.

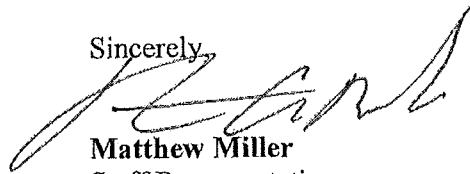
- April 14<sup>th</sup>, 2017 – Afternoon: The Union Leadership met to discuss negotiations earlier that day. During that discussion loud slamming of cabinets and banging occurred outside in the hall near Vice President Risen's office.

Again, all conversations stopped and two of the bargaining team members left the office to see what was causing the disruptive noise. They witnessed you walking down the hall away from where the noise originated. Again, this type of behavior is chilling towards the union at best and at worst may be perceived to be threatening to the employees in the work place.

As Police Chief and leader of the City of Mill Creek it is important that your behavior is reflects the high standards that is expected in the City and set the standard for how the work place functions. While we recognize the difficult negotiations and numerous issues that the continuous reorganization is creating it is important for both parties to treat each other respectfully and communicate the same way.

Please respect the positions these employees hold and recognize the difficult emotional impact that your actions create in the workplace. We all have the same goal which is a positive work place that provides the tax payers the amazing services and quality life expected in the City of Mill Creek.

Sincerely,

A handwritten signature in black ink, appearing to read 'Matthew Miller', written in a cursive style.

**Matthew Miller**

Staff Representative

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Cc: Chris Dugovich, President/Executive Director  
Rebecca Polizzotto, City Manager  
Peter Altman, City of Mill Creek Labor Attorney