



July 7, 2021

VIA ELECTRONIC MAIL

Mark Fratzke
Chief Operating Officer, Alameda Health Systems
1411 East 31st Street
Oakland, CA 94602
E: mfraztke@alamedahealthsystem.org



Re: Alameda Health Systems – Security Services Program / Inter-Con Security

Dear Mr. Fratzke,

As you know, on June 9, 2021, the AHS Board of Trustees (“Board”) deferred voting on a motion to approve AHS’s award of its Security Services Program to our Company, Inter-Con Security Systems, Inc. (“Inter-Con”), due in part to its concern that Inter-Con and the union representing AHS’s security officers, SEIU-USWW (“SEIU”), had not yet signed a collective bargaining agreement (“CBA”). I write to advise you of the status of our discussions with SEIU regarding this potential agreement.

From the outset, Inter-Con has been committed to materially improving the wellbeing and job satisfaction of the security officers supporting AHS. To this end, and as you are aware, we have committed to the SEIU that we would ensure that every member of the AHS security team would be materially better off with Inter-Con as AHS’s new security provider. Among other things, we have committed, in writing, to do the following to ensure this outcome:

- First, we have agreed to enter into a CBA with the SEIU that offers wage and benefit terms to the AHS security officers which are equal to or better than those provided in the current CBA.
- Second, and more importantly, we have offered to give every officer serving on the AHS Security Services Program a significant raise, with the result being that these officers will receive between \$22.00 and \$26.75 per hour with Inter-Con.

Put another way, Inter-Con is offering the men and women of the AHS security team a significant improvement over their current pay and other benefits, together with all the same (or better) protections than those offered under their current CBA. For your reference, I have attached copies of our written correspondences to the SEIU confirming this commitment.

Although the SEIU recognizes that our offer represents a significant improvement for the men and women of the AHS security program, they have refused thus far to enter into even preliminary CBA negotiations with us. Instead, the SEIU has taken the position that order for them to begin negotiating with us, we must first agree to enter into a separate, undisclosed CBA which they have not provided, but which they concede contains terms and provisions that extend beyond AHS and are unrelated to the AHS Security Services Program. We suspect that AHS, too, is neither a party nor privy to the terms of this separate, undisclosed CBA.

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It should come as no surprise that Inter-Con is not willing to sign an agreement that we have not been given and that apparently requires us to make commitments unrelated to the program we are supporting. In short, the response from the SEIU has been that they are simply unwilling to continue a dialogue with us, even if this dialogue would result in the AHS officers receiving the materially better wages and compensation than what they are currently receiving. In the event that the SEIU maintains this position and declines to negotiate with us, we firmly believe that the biggest losers will be the men and women of the AHS security team – who will not receive the raises that we are offering – as well as the employees, patients and visitors they are responsible for protecting.

The above aside, Inter-Con remains unequivocally willing and eager to support the AHS Security Services Program and to negotiate the terms of a CBA with SEIU, should SEIU reconsider its position that signing its unrelated, secret CBA is a prerequisite to doing so.

If you require any additional information, please do not hesitate to reach out to me directly.

Best Regards,

A handwritten signature in blue ink, appearing to read 'Richard Stack', with a stylized flourish extending to the right.

Richard Stack
Chief Operating Officer
Inter-Con Security Systems, Inc.

w/copy to:

- Aemal Aminy – Director, Security, Parking, & Transportation Support Services
Administration, Alameda Health Systems
(via e-mail only – aaminy@alamedahealthsystem.org)

Attachments:

1. 6-11-21 LTR to S. Kehinde.pdf
2. Alameda Health Systems -- Confirmation of Inter-Con's Proposal re SEIU.pdf
3. RE_Alameda Health Systems -- Confirmation of Inter-Con's Proposal re SEIU.pdf



June 11, 2021

VIA OVERNIGHT & ELECTRONIC MAIL

Samuel Kehinde
SEIU-USWW
1650 Harbor Bay Parkway, #200
Alameda, CA 94502
E: samuel.kehinde@seiu-usww.org

Re: Alameda Health Systems – Security Services Program / Inter-Con Security

Mr. Kehinde,

We received a copy of your June 9, 2021, letter (“Letter”) to the Board of Trustees (“Board”) of Alameda Health Systems (“AHS”) requesting that the Board withhold its approval of AHS’s award of its Security Services Program to Inter-Con Security (“Inter-Con”) until Inter-Con enters into a “written and signed agreement” with SEIU-USWW (“SEIU”). I write for the purpose of correcting – both for SEIU’s benefit and for the benefit of AHS – what appears to be SEIU’s misunderstanding of Inter-Con’s openness to executing a collective bargaining agreement with SEIU that covers AHS’s security officers. As our Chief Operating Officer, Richard Stack, advised SEIU during prior meetings with you and Mr. Farmby, Inter-Con is willing and prepared immediately not just to sign and enter into a collective bargaining agreement with SEIU, but also to ensure that that collective bargaining agreement affords AHS’s security officers wages, benefits, protections, and other terms that are identical to, or better than, those they currently have. If this was not clear from our prior discussions, I confirm it again here.

In your Letter, you write, “[t]o be clear, without a written and signed agreement between SEIU-USWW and Inter-Con Security Systems in place before approval of the security services contract, there is no guarantee that Alameda Health System’s security officers will have job protection, decent wages, or decent health insurance for their families.” To the extent this statement suggests that Inter-Con is not amenable to signing a “written agreement” which protects AHS’s security officers, I reiterate again that Inter-Con remains open, as it always has been, to immediately signing a collective bargaining agreement with SEIU covering AHS’s security officers which incorporates substantive wage and benefits terms that are identical to, or better than, the terms of the existing collective bargaining agreement to which AHS’s security officers are subject.

Finally, to the extent that SEIU or AHS believes that Inter-Con is responsible for a delay in signing a collective bargaining agreement with SEIU, I note that despite Inter-Con having asked SEIU for a copy of the collective bargaining agreement it would like Inter-Con to sign, SEIU has declined to provide it and has conditioned providing it upon Inter-Con agreeing to sign an a separate “Master Services Agreement” which would purportedly require Inter-Con, among other things, (i) to prospectively accept various new collective bargaining agreements and terms, sight unseen, with other third-party clients



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Mr. Kehinde
June 11, 2021
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who have nothing to do with AHS or its security officers, and (ii) to likely violate various legal obligations it has.

In sum, Inter-Con remains willing to sign a written agreement which affords AHS's security officers substantive wage and benefit terms that are identical to, or better than, those they currently have. Inter-Con, however, cannot agree to sign an unrelated "Master Services Agreement" that purports to impose on it a variety of obligations that, simply put, have little, if anything, to do with AHS.

Best Regards,

A handwritten signature in blue ink, appearing to read 'Robert Ray'.

Robert Ray
General Counsel
Inter-Con Security Systems, Inc.

w/copy to:

- Mark Fratzke – Chief Operating Officer, Alameda Health Systems
(via e-mail only – mfratzke@alamedahealthsystem.org)
- Aemal Aminy – Director, Security, Parking, & Transportation Support Services
Administration, Alameda Health Systems
(via e-mail only – aaminy@alamedahealthsystem.org)
- Richard Stack – Chief Operating Officer, Inter-Con Security Systems, Inc.
(via e-mail only – rstack@icsecurity.com)

From: [Robert Ray](#)
To: [Samuel Kehinde](#); [Anton Farmby](#)
Cc: mfratzke@alamedahealthsystem.org; aaminy@alamedahealthsystem.org; [Richard Stack](#)
Subject: Alameda Health Systems -- Confirmation of Inter-Con's Proposal re SEIU
Date: Friday, June 18, 2021 11:35:00 AM
Attachments: [image001.png](#)

Sam / Anton,

Thanks again for your time on the call yesterday. As you requested, I am confirming definitively in writing that Inter-Con is prepared to offer the following to the SEIU members at Alameda Health Systems:

- Security Officer Base Rate: **\$22.00/hour.**
- Shift Supervisor Base Rate: **\$23.75/hour.**
- Roving Supervisor Base Rate: **\$26.75/hour.**
- Healthcare Coverage Equivalent to or Better Than Existing Coverage.
- All Other Benefits Equivalent to or Better Than Existing Benefits.

I know you re-confirmed on the call yesterday that SEIU is not willing to share the existing CBA with us. However, if you'd be willing to share it *in redacted form*, or even just share the portions of it that are critical to you, we would be more than happy to review it and share how we intend either to match or beat what is currently being offered to the AHS members.

As I mentioned over the phone, Inter-Con is truly a unique company. We place tremendous value on the wellbeing and happiness of our employees, and, accordingly, as you can see, we are willing to offer substantially above market pay in order to ensure their job satisfaction. In addition, we maintain excellent relationships with the unions with whom we work, and union leaders have written that we "treat our employees with respect," "manage the organized workforce harmoniously," and represent our clients' interest "in a fiscally responsible manner."

In short, it is difficult for us to imagine the proposal above not being attractive to the AHS members, and to the extent SEIU is willing to look at this issue through that lens and consider a standalone CBA, Inter-Con would sincerely welcome the opportunity to make that work. Thanks again.

Kind regards,

Bobby

Robert S. Ray
General Counsel
Inter-Con Security Systems, Inc.
210 S. De Lacey Ave., Pasadena, CA 91105
O: (626) 535-7645
E: r-ray@icsecurity.com
W: www.icsecurity.com



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From: [Robert Ray](#)
To: [Samuel Kehinde](#); [Anton Farmby](#)
Cc: [Richard Stack](#)
Subject: RE: Alameda Health Systems -- Confirmation of Inter-Con's Proposal re SEIU
Date: Friday, June 25, 2021 2:18:00 PM
Attachments: [image001.png](#)

Sam / Anton,

As you know, AHS advised that they would give Inter-Con until today to execute an agreement with SEIU. When we spoke on the phone last week, you requested that we send you an e-mail confirming in writing the rates, benefits, and other terms we had discussed over the phone, so that you could review them and get back to us. We did that in the e-mail below (from 6/18), as you requested, but now, after a week, we still haven't received a response. It's difficult for the Inter-Con team to imagine that what we're offering – increased wages, equivalent or better benefits, etc. – would not benefit your members at AHS. Accordingly, we continue to hold out hope that you'll assess our proposal from that perspective, and not dismiss it out of hand solely because it doesn't include us also signing a separate MSA unrelated to AHS.

If your position is simply that what we're prepared to offer to the AHS members does not matter or is, by itself, not enough to get SEIU to consider working with us, then that's alright – we would just request that you advise us, and we will move on. On the other hand, if SEIU is willing to consider our proposal, then please let us know what else we can do to reach an agreement. Thanks.

--Bobby

Robert S. Ray
General Counsel
Inter-Con Security Systems, Inc.
O: (626) 535-7645

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From: Robert Ray
Sent: Thursday, June 24, 2021 9:41 AM
To: 'Samuel Kehinde' <samuel.kehinde@seiu-usww.org>; Anton Farmby <anton.farmby@seiu-usww.org>
Subject: FW: Alameda Health Systems -- Confirmation of Inter-Con's Proposal re SEIU

Sam / Anton,

Just wanted to follow up on this. Let me know if we can make it work, and, again, if there are other benefits for the AHS guards that you'd like to discuss, I'd be more than happy to share how we plan match or beat them. Thanks again.

--Bobby

Robert S. Ray
General Counsel
Inter-Con Security Systems, Inc.
O: (626) 535-7645

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From: Robert Ray
Sent: Friday, June 18, 2021 11:35 AM
To: Samuel Kehinde <samuel.kehinde@seiu-usww.org>; Anton Farmby <anton.farmby@seiu-usww.org>
Cc: mfraztke@alamedahealthsystem.org; aaminy@alamedahealthsystem.org; Richard Stack <RStack@icsecurity.com>
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Kind regards,

Bobby

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