



Monday April 24, 2023

Dear Supervisor, Melgar:

Late Thursday, April 20, 2023, Felton Institute received a notification of a Tuesday, April 25, 2023 hearing at the Board of Supervisors, with a request that we appear at that hearing. This notification came as a surprise to us, as we were unaware you were scheduling a hearing specifically regarding our non-profit and we are unaware of what you refer to as an "operational impact of labor disputes." The last communication I received from you or your office was on March 2, 2023, when you sent us an email kindly acknowledging the receipt of the documents you had previously requested of us. We would expect that if you were planning to hold a hearing specifically about our organization, and requesting our participation, that you would notify us more than two working days in advance of that meeting being held.

Supervisor, my staff and I would be glad to participate in a hearing at the Board of Supervisors to discuss the work we do to serve many of San Francisco's most disadvantaged residents, as well as our relationship with our valued employees - including the discussions you appear to seek, surrounding union organizing activities. But of course, we'd want to be well-prepared for such a meeting. With respect, we can't effectively participate in tomorrow's hearing - there's simply not enough time to well prepare for it, especially given that we have received no notice from you about any specific issues you want us to address. (And personally, I'm scheduled for a set of medical appointments this afternoon, the result of which could lead to further appointments tomorrow and through this week.)

In order to have an effective discussion of any issues causing you concern, please reschedule this hearing to some point in the near future - perhaps a few weeks from now. In the interim, please direct your team to work with mine to collectively discuss what you'd like to cover in this hearing, so we can prepare the appropriate information, and well use the time we all spend at this hearing.

Finally, let me reiterate that some of Felton Institute's employees are union members. Felton has worked in partnership with the Unions representing our employees for more than 20 years of operations. We strongly believe and fully support our employees who are eligible pursue their right to join the union. As you may know, Felton Institute is in active discussions with SEIU 1021 at present, and we are working toward productive agreements.

Thank you for your consideration.

Sincerely,

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

Al Gilbert, Felton Institute President and CEO