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PALM DESERT, CA 92260  
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October 16, 2003

Karyn Ezell  
Director of Human Resources  
City of Pasadena

Dear Karyn:

Per your request this is to confirm that PACTE/LIUNA is not interested in trading a floating holiday for a new holiday in honor of Cesar Chavez. While the Union supports this effort to honor Cesar Chavez we will revisit this at a later date

PACTE/LIUNA

Paul A. Bechely

10/20/2003  
7.A.1.

October 16, 2003

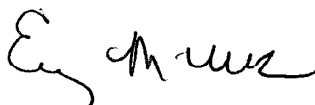
Dear City Council:

I am the Chief Union Steward for 501 IUOE, and in regard to the Cesar Chavez holiday, we are not under any conditions willing to swap, trade this holiday for any of our present holidays. The Hispanic members in my union have met with me and have asked that I not bend on this issue. They feel that they should have one icon that will help lift their spirits.

If you have any questions for me, please feel free to call me at:

(323) 294-4519 Home  
(626) 744-4488 Work

Emory M. Mack

A handwritten signature in black ink, appearing to read "Emory M. Mack". The signature is written in a cursive style with a large initial "E" and a long, sweeping underline.

501 Chief Union Steward

# PASADENA FIRE FIGHTERS LOCAL 809

P.O. BOX 5102

PASADENA, CALIFORNIA 91117

*Professional  
Emergency  
Services*

July 7, 2003

Karyn Ezell  
Human Resource Director  
100 N. Garfield Ave. Rm. 146  
Pasadena, CA 91109

Dear Karyn:

I commend the Council decision to honor the work of Cesar Chavez; he truly was a man for all seasons. His work to protect the civil rights of farm workers is unparalleled, along with his organization of unions and his desire to raise the consciousness of the masses will not be soon duplicated.

Unfortunately, due to present contract language we would be in violation to trade one holiday for another. Our contract, under the Holiday provision, lists the Holidays that we have negotiated and then states, "and any particular day in a given year so designated by the City Council, etc."

We would gladly contribute and participate in any event, memorial or functions that the City would like to provide to honor Cesar Chavez. He is a national hero in our eyes.

Sincerely,



Byron Brown  
President  
Pasadena Firefighters, IAFF Local 809



## PASADENA POLICE OFFICERS ASSOCIATION

P.O. BOX 281 • PASADENA, CALIFORNIA 91102

(626) 795-8406 • FAX (626) 795-1262

June 30, 2003

Ms. Karyn Ezell  
Director of Human Resources  
City of Pasadena  
100 North Garfield Avenue  
Pasadena, CA 91109

Dear Ms Ezell:

Per your request, this letter is written to address the City Council's resolution regarding the proposed Cesar Chavez Holiday.

The Association agrees that Cesar Chavez should be recognized for his accomplishments as a labor and civil rights leader, not only at the State level but also at the National level. However, the City's request to "convert" an existing floating holiday to create a Cesar Chavez holiday only diminishes the recognition that Mr. Chavez truly deserves.

It is the Association's position to continue with the holidays as designated in our current Memorandum of Understanding.

Sincerely,

A handwritten signature in black ink, appearing to read "JJP", is written over a large, stylized scribble.

Joseph J. Perez, President  
Pasadena Police Officers Association

JJP:sm

xc: PPOA Board  
Dennis Diaz, Diaz & Associates

## Ezell, Karyn

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**From:** Cowan, Edward  
**Sent:** Wednesday, July 02, 2003 4:38 PM  
**To:** Lem, Stephen  
**Cc:** Ezell, Karyn; Gordon, Raymond; Baird, Duncan; Law, Fred; Rapp, Ron; Leonard, Dave; Crusberg, Harry; Cowan, Edward; Madison, Art; Crain, Bob; Blades, Alvin; Imler, Denis; Pursell, Scott  
**Subject:** RE: Cesar Chavez Day

On behalf of the Pasadena Fire Management Association, we have decided that a holiday for Cesar Chavez needs to be a stand alone day which has not replaced a floating holiday.

Ed Cowan  
President Pasadena Fire Management Association

-----Original Message-----

**From:** Lem, Stephen  
**Sent:** Tuesday, July 01, 2003 5:13 PM  
**To:** Brown, Byron; Imler, Denis; Cowan, Edward; Perez, Joseph Jude; Evans, Kelly  
**Subject:** Cesar Chavez Day

A few weeks back, Karyn Ezell met with your organizations to discuss the possibility of trading an existing floating holiday for a fixed holiday honoring Cesar Chavez.

Karyn has asked that each of your respective organizations provide a written response to the City's proposal, if you haven't already done so. Responses can be directed to Karyn, with a copy to me.

Thank you very much.

Steve Lem  
Human Resources Manager

## Ezell, Karyn

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**From:** Gegenhuber, Susie  
**Sent:** Thursday, July 17, 2003 1:46 PM  
**To:** Ezell, Karyn  
**Subject:** Cesar Chavez Day

Hi, Karyn,  
Steve Lem asked me yesterday to respond to you in email or writing about PMA's response to Cesar Chavez Day. As you know, this proposal was brought to us at the negotiating table, and we will not have a final response until negotiations are completed. I can refer you to our proposals, in which we countered the City's proposal to give up Admissions Day floater for Cesar Chavez Day. The counter-proposal says:

"Existing floating holiday shall be exchanged for citywide Cesar Chavez Day plus one additional management day for all employees [PMA of course.]"

Sincerely,  
Susie Gegenhuber  
President, PMA

**DeWolfe, Stephanie**

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**From:** Ezell, Karyn  
**Sent:** Thursday, October 16, 2003 3:01 PM  
**To:** DeWolfe, Stephanie  
**Subject:** FW: Cesar Chavez Holiday



lettercesarchavezholiday.doc

-----Original Message-----

**From:** Lem, Stephen  
**Sent:** Monday, July 21, 2003 9:03 AM  
**To:** Ezell, Karyn  
**Subject:** FW: Cesar Chavez Holiday

Here's the response from the Sgts. Association.

-----Original Message-----

**From:** Evans, Kelly  
**Sent:** Friday, July 18, 2003 10:29 PM  
**To:** Lem, Stephen  
**Subject:** Cesar Chavez Holiday

July 18, 2003

Stephen Lem  
City of Pasadena Human Resources Department  
100 N. Garfield Ave.  
Pasadena, CA 91101

Dear Sir:

Currently the members of the Pasadena Police Sergeant's Association don't wish to exchange one of their floating holidays for a Cesar Chavez holiday.

Sincerely,

Kelly Evans  
Pasadena Police Sergeant's Association

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