

To All Managers, Assistant Managers, and Supervision of the LADWP COVID 19 Resource Office,

This email states that this is a “direct work” order to respond, and that “failure to comply may result in discipline.” Furthermore, the linked Vaccination Status page states **“an employee who does not report their vaccination status will be considered unvaccinated”**. **This same statement was on a previous harassing 9/3/21 Bulletin #2021-226 from the CAO.** Any question of employee vaccination status has already been answered by the non-response from employees which are complying with the instruction and providing the answer by not responding.

There are multiple Unfair Labor Practice Grievances, filed with the ERB. The City CAO has stated that there is an IMPASSE. The rules and charters are very clear on the process for a declared Impasse. These processes are being bypassed, without regard to legal standing. The DWP M.O.U.’s clearly states HOW to change any “Conditions of Employment”, before the inviolate date of September 30, 2022, in Articles 26 and 36. There has been no information given to any of us of any outcome from any JLM or Meet and Confer. There are also multiple cases in Court right now concerning the legality of these Ordinances and the Department’s actions concerning them.

The constant bombardment of the workforce, by email, Memo, and Work Directives passed down without going through the CHAIN OF COMMAND, is creating very hostile and unsafe working conditions for all of us. The supposed “Work Directive” allegedly comes from Martin Adams. There is no Wet Signature, nor unique electronic signature, on this Memo. The Memo doesn’t even come from Mr. Adam’s email address. This is a thinly veiled attempt at coercion and harassment of the DWP Work force. We have worked diligently, safely, and essentially through the last 22 months. We have kept the power and water running to the citizens of Los Angeles. WE HAVE DONE OUR DUTY through the entire pandemic.

I know that the CAO and the Chief City Attorney stated that City Ordinances 187134 and 187219 are issued under the Emergency Powers act. This act clearly states that local governments have a total of 37 days for emergency powers, and that those powers can’t unduly contradict the Constitution of the United States of America. The emergency was declared, for Los Angeles City, over a year ago, and keeps getting renewed each month by the City Council. The emergency was initially declared due to possible ICU beds being overrun with COVID 19 patients. **That did not happen**. In fact, upwards of 40% of all medical professionals have been terminated for not giving up their constitutional rights. These terminations have created an artificial crisis, not supported by any science. Now the Mayor is trying to claim that it is infection rates that drive this emergency when all recorded evidence points to a greater than 99% survival rate. **The CDC, NIH, and the WHO have all stated that the Vaccinated people carry 2 – 3 times the viral load as the un-vaccinated. They have also stated that the vaccine does not protect persons from getting COVID19, spreading COVID 19, or going to the hospital.**

The attached files contain a Notice of Infringement of Constitutional Rights & Conspiracy of Deprivation of Rights, addressed to each member of the LADWP COVID 19 Resource Office group. This notice is not a threat. It is an attempt to educate you on the effects and consequences of your actions, regarding the unconstitutional City Ordinances 187134 and 187219 mandates, which Mayor Eric Garcetti and the City Council pushed through. The notice clearly spells out case law and consequences for continued usurpation of the rights of free citizens of the USA.

I am respectfully requesting that you all stand up for the Constitutional Rights of the employees of the City of Los Angeles, as you swore to do when you signed your Ethics declarations in the City New Employee Hiring paperwork. Please stop this harassment and hostile work environment. Please stand up for the LADWP work force.

Thank you for your time and effort in this matter.

Your Name

Employee #

Division – Section - Title