



June 22, 2021

Shannon Mays-Fontaine
Chief Human Resources Officer
Orange County Superior Court
700 W. Civic Center Drive
Santa Ana, CA 92701

BY E-MAIL AND U.S. MAIL

Re: Third Amended Administrative Order No. 20/16, Face Coverings in Court

Dear Shannon:

On Tuesday, June 22, 2021, OCEA received a forwarded email of a letter dated June 18, 2021 sent to Court staff from the Presiding Judge outlining new regulations for all members of the public entering the court. The Amended Administrative Order No. 20/16 issued by Judge Erick Larsh allows all vaccinated members of the public, including law enforcement, attorneys, parties, and vendors, to self-attest to their vaccination status and enter Justice Centers without a face covering.

On June 17, 2021, OCEA requested to meet and confer regarding the Court's intent to implement changes after Cal/OSHA revised its Emergency Temporary Standards. The Court's proposed changes would require employees to provide documentation proving vaccination status prior to the removal of their face coverings in the workplace. We are scheduled to meet and confer on Friday, June 25, 2021. However, Court workers represented by OCEA have been asked to complete and submit an assessment regarding their vaccination status by tomorrow, June 23, 2021.

Requiring employees to submit documentation while members of the public and justice partners can self-attest to their vaccination status constitutes disparate treatment. We request the Court cease and desist all requirements to provide documentation of vaccination status until we have a chance to meet and confer over the issue.

Sincerely,

ORANGE COUNTY EMPLOYEES ASSOCIATION

/s/

Charles Barfield
General Manager

cc: Heather Riel, Employee Relations Manager