



November 8, 2021

VIA EMAIL AND US MAIL  
Robert.Ramirez@cdcr.ca.gov

Robert Ramirez  
Chief of Labor  
CDCR/CCHCS  
P.O. Box 588500  
Elk Grove, CA 95758

**Re: CEASE AND DESIST BAD FAITH N95 REQUIREMENTS**

Dear Mr. Ramirez:

SEIU Local 1000 represents Bargaining Unit 1, 3, 4, 11, 14, 15 17 and 20 employees in CDCR/CCHCS. Your recent demand effective today that employees wear N95 masks as a condition of employment violates standards dictated by the California Department of Industrial Relations Division of Occupational Safety and Health (CalOSHA).

According to these legal requirements, employers who require respiratory protection if the working conditions include harmful exposures, along with providing the respirators, must have a written respiratory protection program that addresses: proper selection of respiratory equipment; employee training; medical evaluation of an employee's ability to wear a respirator; ensuring proper fit of the respirators; and proper respirator use, storage, and cleaning. The employer must also follow all other applicable requirements in Title 8 CCR section 5144.

Due to your failure to comply with the foregoing requirements, we have no alternative but to instruct employees to file CalOSHA complaints which will result in findings against your department along with appropriate fines. In addition, along with filing a statewide complaint and grievance, SEIU Local 1000 will seek enforcement against the department for violating the willful conduct standards under CalOSHA requirements.

If CDCR/CCHCS fails to correct this immediately and condones this disregard of CalOSHA requirements, SEIU Local 1000 will take all appropriate legal action. To avoid this conclusion, the Union demands that CDCR/CCHCS immediately cease and desist this unlawful conduct.

Sincerely,

ANNE M. GIESE  
Chief Counsel

cc: Richard Louis Brown, President, SEIU Local 1000

RICHARD  
LOUIS BROWN  
President

DAVID JIMENEZ  
Vice President/  
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