



South Bay Recycling, LLC

Re: 4/15/2020 JLM email 3:00pm requesting SBR response today

Joe:

This afternoon SBR received the April 15, 2020 letter from SBWMA Board member Rick Bonilla, Council Member, City of San Mateo. As you know, SBR has worked tirelessly for the past few months to create a safe working environment while delivering essential services in compliance with regulations. We will continue to work collaboratively with SBWMA to try and accomplish the many, sometimes competing, objectives that confront us.

Per your request, below are SBRs responses to the several suggestions provided by Board Member Bonilla.

1. Mr. Bonilla states in his letter that it was inferred during a conversation with Board Chair Benton, that Mr. Benton agreed the SBR Drivers should be kept on the payroll until after the Board makes some decision about which direction to proceed. This was never brought to the attention of SBRs management. On April 1, 2020, SBR submitted a proposal to SBWMA which included a request to keep SBR employees working. This was followed up by a phone call and subsequent email (April 9, 2020), requesting that Drivers be included to perform preapproved essential project work at the Facility. This request however was denied.
2. Due to the San Mateo County Shelter in Place order, the inbound tonnage to the Shoreway Facility has significantly reduced. We have recognized a 54% reduction of inbound materials since March 17, 2020. This reduction is primarily due to the closure of the facility to the public and franchise commercial materials. Inbound franchise residential volumes are as follows:
 - a. Residential Organics down 1%
 - b. Residential Solid Waste up 6%
 - c. Residential Single Stream Recyclables up 13%
3. SBR is open to exploring options such as "work sharing" and other possibilities. However, the options available regarding Drivers hours and pay are dictated by the Collective Bargaining Agreement, which includes a requirement of guaranteed hours for full-time Drivers regardless of hours worked. If that issue can be resolved then other aspects of the Work Sharing program can be reviewed, including the requirement that an agent of the employee's bargaining unit voluntarily participate and sign the application for Work Sharing.
4. SBR cannot comment on Mr. Bonilla's suggestion regarding debris box placement, since SBR does not provide collection services for the member agencies. SBR is responsible for transporting materials off site for disposal or further processing.

These are unprecedented times, and we often find ourselves having to make operational decisions in rapid fashion. While it's our desire to keep all our employees working in a safe and productive manner that provides value to our



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customer, the SBWMA, if it is the decision of this board that our Drivers cannot be included with the Transfer Station workers to perform preapproved project work, our current inbound volumes cannot support the number of Drivers we employ.

Regards,

A handwritten signature in blue ink, appearing to be "D. Herring", written over a horizontal line.

Dwight Herring
General Manager