

**PUBLIC EMPLOYMENT RELATIONS BOARD**

Los Angeles Regional Office  
425 W. Broadway, Suite 400  
Glendale, CA 91204-4118  
Telephone: (818) 551-2813  
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June 19, 2018

Brian Crouch, President  
Julian Volunteer Firefighters Fire Company  
PO Box 213  
Julian, CA 92036

Gena B. Burns, Attorney  
McDougal Love Eckis Boehmer & Foley  
La Mesa Village Plaza  
8100 La Mesa Boulevard, Suite 200  
La Mesa, CA 91942

Re: *Julian Volunteer Fire Company Association v. Julian-Cuyamaca Fire Protection District*  
Unfair Practice Charge No. LA-CE-1281-M

Dear Parties:

The Office of the General Counsel has issued the enclosed COMPLAINT in the above-entitled matter. The Respondent is required to file an **ANSWER** within twenty (20) calendar days from the date of service of the COMPLAINT, pursuant to PERB Regulation 32644.<sup>1</sup> The required contents of the **ANSWER** are described in PERB Regulation 32644(b). If you have not filed a Notice of Appearance form, one should be completed and returned with your **ANSWER**.

An informal settlement conference will be scheduled shortly. Please direct all inquiries, filings and correspondence to Regional Attorney Blaire Baily at the following **NEW PERB ADDRESS**: 425 W. Broadway, Suite 400, Glendale, CA 91204.

Sincerely,

*Blair Baily (Y.P.)*

Blaire Baily  
Regional Attorney

Enclosure

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<sup>1</sup> PERB's Regulations are codified at California Code of Regulations, title 8, section 31001 et seq. The text of PERB's Regulations may be found at [www.perb.ca.gov](http://www.perb.ca.gov).

## PROOF OF SERVICE

I declare that I am a resident of or employed in the County of Los Angeles, California. I am over the age of 18 years and not a party to the within entitled cause. The name and address of my residence or business is Public Employment Relations Board, 425 W. Broadway, Suite 400, Glendale CA 91204.

On June 19, 2018, I served the Letter regarding Case No. LA-CE-1281-M on the parties listed below by

  X   placing a true copy thereof enclosed in a sealed envelope for collection and delivery by the United States Postal Service or private delivery service following ordinary business practices with postage or other costs prepaid.

       personal delivery.

       facsimile transmission in accordance with the requirements of PERB Regulations 32090 and 32135(d).

       electronic service (e-mail).

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I declare under penalty of perjury that the foregoing is true and correct and that this declaration was executed on June 19, 2018, at Glendale, California.

\_\_\_\_\_  
Yaron Partovi  
(Type or print name)

\_\_\_\_\_  
  
(Signature)

STATE OF CALIFORNIA

PUBLIC EMPLOYMENT RELATIONS BOARD



JULIAN VOLUNTEER FIRE COMPANY  
ASSOCIATION,

Charging Party,

v.

JULIAN-CUYAMACA FIRE PROTECTION  
DISTRICT,

Respondent.

Case No. LA-CE-1281-M

COMPLAINT

It having been charged by Charging Party that Respondent engaged in unfair practices in violation of California Government Code section 3500 et seq., the General Counsel of the Public Employment Relations Board (PERB), pursuant to California Government Code sections 3509(b) and 3541.3(i) and California Code of Regulations, title 8, section 32640, issues this COMPLAINT on behalf of PERB and ALLEGES:

1. Respondent is a public agency within the meaning of Government Code section 3501(c) and PERB Regulation 32016(a).
2. Charging Party is an employee organization within the meaning of Government Code section 3501(a) that represents a group of Firefighters, Firefighter-Paramedics, Fire Engineers, Fire Captains, and Battalion Chiefs that are employed by Respondent.
3. In about early December 2017, Charging Party presented to the Respondent's Board of Directors a "Vote Of No Confidence" (VONC) in Respondent's agent, Fire Chief Rick Marinelli (Chief Marinelli). Respondent's Board was informed of the document, its contents, and allegations contained therein after the VONC was read by a community member during a public meeting on November 14, 2017, and then a copy handed to each Board member and Chief Marinelli.

4. On or after early December 2017, Respondent's agent, Chief Marinelli has: (a) publically stated and threatened that there would be disciplinary action against those who were involved; and (b) interrogated employees represented by Charging Party individually to determine their involvement with the VONC.


5. By the acts and conduct described in paragraph 4, Respondent interfered with employee rights guaranteed by the Meyers-Milias-Brown Act in violation of Government Code sections 3506 and 3506.5(a), and committed an unfair practice under Government Code section 3509(b) and PERB Regulation 32603(a).

6. This conduct also denied Charging Party its right to represent employees in violation of Government Code sections 3503 and 3506.5(b), and is an unfair practice under Government Code section 3509(b) and PERB Regulation 32603(b).

Any amendment to the complaint shall be processed pursuant to California Code of Regulations, title 8, sections 32647 and 32648.

DATED: June 19, 2018

J. FELIX DE LA TORRE  
General Counsel

By   
Yaron Partovi  
Senior Regional Attorney