

STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0049
(916) 319-2020
FAX (916) 319-2120

DISTRICT OFFICE
39610 PASEO PADRE PARKWAY, STE 280
FREMONT, CA 94538
(510) 440-9030
FAX (510) 440-9035

EMAIL:
assemblymember.torrico@assembly.ca.gov

Assembly California Legislature



ALBERTO TORRICO
ASSEMBLY MEMBER, TWENTIETH DISTRICT
MAJORITY LEADER

STANDING COMMITTEES
GOVERNMENTAL ORGANIZATION
BANKING AND FINANCE
BUSINESS AND PROFESSIONS
JOINT LEGISLATIVE AUDIT COMMITTEE
PUBLIC EMPLOYEES, RETIREMENT
AND SOCIAL SECURITY

WEBSITE:
www.assembly.ca.gov/torrco

March 10, 2010

Jim Clouser, President
Board of Directors
Castlewood Country Club
707 Country Club Circle
Pleasanton, CA 94566

Dear Mr. Clouser,

I am writing to express my deep concern about the lockout of workers by the Castlewood Country Club Board of Directors. As you know, the food and beverage workers at Castlewood have provided excellent and professional service for the members of the Club and the Community for the last 30 years.

I was disappointed to learn that your management team has offered dramatic cuts to workers' health benefits. Your request that workers agree to \$739 a month health insurance premium for family medical – three times the national average -- is not realistic. Many of these workers are paid \$12 per hour, and it would be virtually impossible for most to afford this payment, effectively removing them from participation from the health insurance plan. If Castlewood fails to provide health insurance, your employees and their families will be forced to turn to already over-burdened county and state health insurance programs.

This past Sunday I joined the workers on the picket line at Castlewood. The workers, some of the workers children, as well as my wife and kids, attempted to make contact with your management team to express the devastating impact the proposed increase in health care premiums will have. Your General Manager refused to meet with any of the workers, and even refused to acknowledge me, let alone talk to me, about the status of the negotiations. His actions were nothing short of cowardly, and should be considered an embarrassment to you and your entire board of directors.

Rather than speak to the workers and their children, he called the Sheriff's Office for assistance. This was unbelievable given the obviously peaceful and calm nature of the pickets. There were children there, including my son and daughter! When I approached the General Manager to try to de-escalate the matter, he refused to shake my hand,

refused to accept my business card, and even refused to look at me. He did so after I identified myself as the Majority Leader of the State Assembly, and after I told him that I represent portions of Pleasanton in the State Capitol.

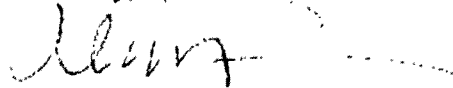
In my 15 years as a labor lawyer, and nearly ten years as an elected official, I have never encountered such cowardly and shameful behavior. It is no wonder that the negotiations have taken such a confrontational turn.

As you are well aware, the workers represented by UNITE HERE Local 2850 have been more than willing to compromise, and to pay their fair share of increased medical costs. They have offered to pay \$225 for family medical insurance on a less expensive plan, and they are prepared to accept a wage freeze. In spite of the Union's continued efforts to negotiate in good-faith, your response has been to lockout the workers.

I urge you and the Board of Directors to end the lockout, discharge the General Manager, or at least remove him from the negotiations, and begin in earnest good faith negotiations with your loyal and capable workers. They are eager to return to work and help you repair your relationship with your members and the surrounding community. The lockout is a blot on Castlewood's otherwise impeccable reputation.

I look forward to your response.

Sincerely,



Alberto Torrico

Majority Leader, California State Assembly
20th District

Cc: Castlewood, Board of Directors
General Manager, Castlewood Country Club
City of Pleasanton, Mayor and Councilmembers
Alameda County Board of Supervisors