

PUBLIC EMPLOYMENT RELATIONS BOARD



Sacramento Regional Office
1031 18th Street
Sacramento, CA 95811-4124
Telephone: (916) 327-8386
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October 21, 2008

Alan Barcelona, President
CAUSE Statewide Law Enforcement Association
2029 "H" Street
Sacramento, CA 95814

Gary M. Schales
[REDACTED]

Re: Gary M. Schales v. California Statewide Law Enforcement Association
Unfair Practice Charge No. SA-CO-420-S

Dear Parties:

This is to notify you that the above-referenced charge was filed on October 21, 2008 with the Public Employment Relations Board (PERB or Board) and will be screened initially by the Office of the General Counsel. The following procedure will be used:

1. The charge shall be reviewed to determine whether it states a prima facie case of an unfair practice. (See PERB Regulation 32620(b)(4).)¹
2. To make this determination, the Charging Party and/or the Respondent may be contacted for further information before action is taken. The Respondent is hereby notified that it may file a position statement. Any response must be signed under penalty of perjury with a declaration that the response is true and complete to the best of the Respondent's knowledge and belief and must be served on the Charging Party. If no response is filed by November 4, 2008,² review of the charge will proceed and a complaint will issue where appropriate. (See Regulation 32620(c).)
3. If the charge, after review, fails to state a prima facie case, it shall be dismissed. (See Regulation 32620(b)(5).) The Charging Party may appeal such dismissal to the Board itself, consistent with PERB Regulations. (See Regulation 32635.)

¹ PERB's Regulations are codified at California Code of Regulations, title 8, section 31001 et seq. PERB's Regulations and the statutes administered by the Board may be found by visiting www.perb.ca.gov. Copies of the Regulations and statutes are available for purchase from PERB's Publications Coordinator, 1031 18th Street, Sacramento, CA 95811-4124.

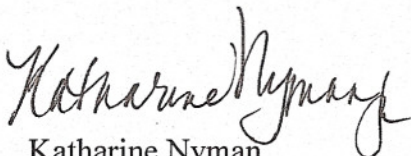
² A document is "filed" on the date the document is **actually received** by PERB, including if transmitted via facsimile. (Regulation 32135.)

4. If a prima facie case is established, a formal complaint shall issue and the Respondent shall be informed, by letter, of its obligation to answer. (See Regulations 32640, 32644, 32646.) The answer must contain, among other things, an admission or denial of each factual allegation and a statement of any affirmative defenses. (See Regulation 32644(b)(5) and (6).)
5. After issuance of a complaint, the case file will be transferred to a Board agent for an informal conference. (See Regulation 32650.)
6. The purpose of the informal conference is to clarify the issues and explore the possibility of voluntary resolution and settlement of the case. (See Regulation 32650.)
7. If the parties are unable to settle the case at the informal conference, the case may be set for a formal administrative hearing. (See Regulations 32680 and 32690.)

Both parties in this case are requested to provide me and serve the other parties with the name, address, and telephone number of their designated representative, if any. A Notice of Appearance form is provided for your convenience. Once you receive a Notice of Appearance from another party, please communicate with that party only through its designated representative.

Until a complaint or dismissal is issued in this case, please address all communications concerning this matter to me at the address and telephone number shown above. Please reference the case number on all correspondence.

Sincerely,



Katharine Nyman
Regional Attorney