

Michael J. Guter

October 28, 2008

CERTIFIED MAIL

Alan Barcelona
President, CSLEA
2029 H Street
Sacramento, CA 95811

Dear Mr. Barcelona:

This letter is in response to CSLEA's Notice of Intent to Take Disciplinary Action against me.

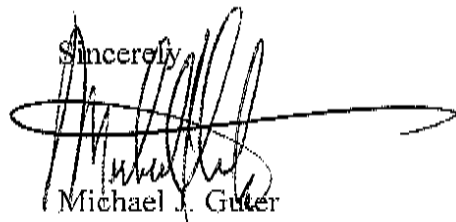
I believe this action by CSLEA is in violation of, but not limited to, Section 3519.5(b) of the Ralph C. Dills Act - Unlawful Actions by Employee Organizations, as well as Article 2.6 of the Memorandum of Understanding (BU 7) between the State of California and CSLEA - No Reprisals.

I request CSLEA cease its harassment based on the above-stated citations, and that it dismiss the pending allegations against me immediately.

However, if a hearing is scheduled, I request CSLEA respond to me in writing with the specific charges in detail including, but not limited to, the alleged email I sent to Shelley Bishop. In addition, I trust CSLEA will allow, per the CSLEA Constitution, a person of my choosing to present the case.

Please provide me with the tentative hearing date in order to ensure there is no conflict with my schedule.

Sincerely,



Michael J. Guter