

**Mia De Marzo**

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**From:** Greg Navarre <gnavarre0924@gmail.com>  
**Sent:** Tuesday, April 6, 2021 7:06 AM  
**To:** City Clerk  
**Subject:** Item #8 solid waste, recycling, and organic service's

All Receive - Agenda Item # B  
For the Information of the:  
CITY COUNCIL  
Date 4/6/21 CA PCC P  
CM PACM DCM (3) P  
*received by 9am*

Dear city council,

My name is Greg Navarre and I am a six year union member. The Union medical benefits are extremely important to me and my family. I have learned over the last six years in the event of a serious medical situation the out-of-pocket cost with union benefits is very low. I have never worked for our non-union Competitors but I have spoken to drivers that do. I have heard various stories of bankruptcy and trips to Mexico in order to avoid the high contribution expected from the nonunion benefit holder. Thank you for taking the time to read this and thank you for considering me and my family as a factor in your decision for the next contract in Carlsbad.

Sent from my iPhone

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## Mia De Marzo

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**From:** Derek Lemus <dereklemus29@icloud.com>  
**Sent:** Monday, April 5, 2021 9:09 PM  
**To:** City Clerk  
**Subject:** item #8 solid waste recycling and organic services

Hi my name is Albert Lemus I've been working for waste management for 8 years I'm a relief driver, and trainer. Prior to that I worked at Altadena for 14 years. I have well over 20 years in the union and my health insurance and union benefits mean everything to my wife, and four kids. Carlsbad is like my second home I know all the streets and all the routes. My job means everything to me and my family.

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## Mia De Marzo

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**From:** Chaz McMahon <charlesmcmahon72@gmail.com>  
**Sent:** Monday, April 5, 2021 9:02 PM  
**To:** City Clerk  
**Subject:** Item #8 solid waste recycling and organic services

Dear city council members,

My name is Charles McMahon I am a current employee for waste management Carlsbad. I'm 27 and recently moved here from Indiana for personal reasons , I have 10 years prior in the waste hauling industry. When I first moved to California I applied for EDCO in Fallbrook and I felt as if I didn't fit the mold of what they were looking for even after my ample experience in the waste industry. After that experience I applied to Waste management of Carlsbad and was hired and they have become my family. Of the years in the waste industry, waste management Carlsbad has been the only company that has been unionized. The most important of these benefits that the union provides to me is the pension they offer us. Carlsbad has become my new home and the pension the union provides me a peace of mind that my family and I can retire and live in Carlsbad for years to come. Thank you for your time and consideration on keeping Carlsbad unionized.

Sincerely,  
Charles McMahon  
Local union 683

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