

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF WORKERS' COMPENSATION  
1515 Clay Street 18<sup>th</sup> Floor  
Oakland, CA 94612  
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MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603



April 13, 2018

Raphael Leib  
828 West Washington Blvd  
Los Angeles, CA 90015

RE: Recognition of Alternate Dispute Resolution Agreement Pursuant to Labor Code  
Section 3201.7 – N 110 (N107) United Service Workers-West, SEIU, CTW and  
Flagship Facility Services, Inc.

Dear Raphael Leib:

I am pleased to advise you that based on a review of the documents and materials submitted, the Administrative Director hereby recognizes the above-referenced labor management agreement pursuant to Labor Code section 3201.7. This is a determination that the parties meet the eligibility requirements of Labor Code section 3201.7. This letter is not a determination that the collective bargaining agreement itself, or any part of it is in compliance with Section 3201.7.

This letter of eligibility will become invalid upon the expiration of the collective bargaining agreement. Please submit a letter annually outlining any changes as provided by California Code of Regulations §10204, in addition to the annual data reporting requirements.

It is my hope that this alternative workers' compensation system will be effective and provide high quality medical care, full compensation to injured workers with minimal dispute and substantial savings that can be redirected to more productive uses.

Respectfully,

George Parisotto,  
Administrative Director

cc:

Todd Jacobs, President of Janitorial Operations  
Flagship Facility Services, Inc.  
1050 North 5<sup>th</sup> Street, Suite 50  
San Jose, CA 95112