

MEMORANDUM

TO: VTA Board of Directors

FROM: Patrice Smith 
Chief Communications Officer

DATE: December 31, 2024

SUBJECT: News article on workplace violence prevention plan

I am writing to make you aware that *San Jose Spotlight* reporter Vincent Vera reached out to the VTA Media Team regarding our Workplace Violence Prevention Plan, which was implemented July 1, 2024. Mr. Vera is working on a story on this topic and emailed the two questions below to which responses were provided.

- How have the new safety protocols and training improved the workplace?
- There was a proposal for a work culture consultant in 2021-22, but disagreement between the unions stalled the proposal — has the VTA revisited this topic with any success?

Additionally, Mr. Vera interviewed Tammy Dhanota, SEIU Local 521, Union Business Leader, who after the interview alerted the VTA Media Team. In that interview, Mr. Vera referenced recent incidents of employee violence at VTA, but Ms. Dhanota focused on positive culture change efforts. Mr. Vera may reach out to the other union leaders as well.

While the publication date of the story is unknown, we will monitor for the story and include it in the news clips.

Thank you.