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July 18, 2025

Rich Rinehart
General Manager
Republic Services

Sent Via Email

Dear Mr. Rinehart,

Republic Services must immediately end the current work stoppage and resume all curbside collection services for the Sammamish community. Residents in Sammamish, as well as other jurisdictions, are significantly impacted by not having their garbage, compost, and recycling picked up regularly, particularly in the height of the summer. Everyone impacted by this issue deserves better service than what is currently being provided. While we respect the rights of collective bargaining, the service disruptions are unacceptable and these essential services must resume immediately.

This letter also serves to notify Republic Services that we are exercising the terms of the contract, specifically section 3.1.20. Most importantly, the provision that Republic will provide *"...Customer credit for all service missed equal to the Customers' regular rate minus the disposal component on the Customer's next regular invoice and shall proactively inform Customers of this policy in Contractor communications to Customers."* The City will work with Republic on a comprehensive audit to ensure that all Sammamish customers receive the correct amount of credit on their bills, depending on the length of the work stoppage.

In addition, section 3.1.20 of the contract allows the City to collect additional financial penalties, which the City will be levying. These include:

- Reimbursement to the City for costs associated with managing the impacts of this labor disruption, including but not limited to the significant amount of staff time, police support, site fees, the use of City signage, and on- call contractors that have been called in to manage customer drop off events.
- Performance fees, which increase with the duration and impacts to the community. Republic can expect to receive a follow up letter detailing the escalating performance fees, but know that these funds will be used to support the community in waste reduction programs.

We appreciate the coordination to develop drop off locations in the City, and we understand that your staffing levels are difficult. I am also writing to ask that you host drop off opportunities on weekends to ensure that all Sammamish residents can take advantage of this temporary service. In addition, it is our expectation that Republic beef up the infrastructure around said drop off events, including hiring additional contractors to staff, flag and manage each drop off event.

Sammamish residents and businesses, as well as all of Republic's customers impacted all warrant better services than what we have experienced so far during this event. Please find a quick resolution to this work stoppage that will allow for the swift removal of waste throughout your service area.

Respectfully,



Karen Howe
Mayor



Scott MacColl
City Manager

CC: Amy Lam, Deputy Mayor
Kali Clark, Councilmember
Kent Treen, Councilmember
Pamela Stuart, Councilmember
Roisin O'Farrell, Councilmember
Sid Gupta, Councilmember