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Sent via first class mail and email to: dmgilleon@gmail.com

May 17, 2018

Daniel M. Gilleon, Esq.
Gilleon Law Firm
1320 Columbia St, Ste. 200
San Diego, CA 92101

Dear Mr. Gilleon:

As you know, the investigation of complaints concerning Assemblymember Cristina Garcia that you presented to the California State Assembly ("Assembly") has been completed. This investigation was conducted by Vida L. Thomas, of Stoel Rives, LLP, an outside, independent attorney from the Assembly. As you also know, the Investigation Report is confidential and subject to the attorney-client privilege. (See *City of Petaluma v. Superior Court* (2016) 248 Cal.App.4th 1023, 1033-1035.) Therefore, a copy of the report will not be provided.

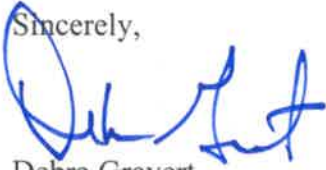
Further, because you advised your clients not to participate or cooperate with Ms. Thomas' investigation, the investigation was completed without your clients being interviewed or providing written details, even though this option was offered. Notwithstanding this limitation, Ms. Thomas endeavored to discover the validity of all of your clients' complaints. Because your clients were not the first or only individuals to submit a complaint to the Assembly concerning Assemblymember Garcia, a resolution of the pending complaints was necessary for the benefit of the other complainant and current and future Assembly employees, in addition to your clients, so that appropriate remedial action could be taken by the Assembly if the investigation substantiated any of the complaints.

I want to inform you that three of the complaints you presented on behalf of your clients were substantiated. The three substantiated allegations are: 1) that Assemblymember Garcia commonly and pervasively used vulgar language with, to, and around staff; 2) that Assemblymember Garcia has used staff in the past to perform personal services; and 3) that Assemblymember Garcia has disparaged other elected officials. Based upon those findings, the Assembly has taken appropriate remedial measures with respect to Assemblymember Garcia designed to prevent this or similar behavior in the future.



In conclusion, please note that the Assembly strictly prohibits retaliation. Retaliation is also prohibited by law. Therefore, if, in the future, any of your clients believe that a sitting Assemblymember or current Assembly employee is retaliating against them because of their anonymous, except for Mr. Kernick, complaints presented to and investigated by the Assembly's retained outside, independent investigator, please notify me immediately.

Sincerely,



Debra Gravert
Chief Administrative Officer
California Legislature
Assembly Rules Committee

cc: Tosha Cherry, Human Resources Director, Assembly Rules Committee
Investigation Binder