

From: OneTimeOutreach@pm.me
To: [Board \(@samtrans.com\)](mailto:Board (@samtrans.com))
Cc: [Kevin Yin](#)
Subject: Inappropriate Driving Practices
Date: Friday, January 16, 2026 8:25:36 PM

You don't often get email from onetimeoutreach@pm.me. [Learn why this is important](#)

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders.

To: Chair Chuang, Vice Chair Esser, and members of the SamTrans Board of Directors,

I am a resident of South San Francisco writing to express concerns regarding the behavior of your bus drivers. On January 16th, 2026, while driving by stop #334116 (Gellert Blvd & Westborough Blvd) around 5:49 pm PT, one of your drivers (Route 122, possibly Bus 539) began entering the intersection from a complete stop while I was in the process of immediately passing. As you know, California law (Vehicle Code section 21804) requires merging vehicles to yield to vehicles in the lane before entering the road. To warn your driver, in accordance with Vehicle Code Section 27001, I briefly activated my horn and in response your driver immediately honked back. As I passed, your driver honked again in an act of aggression. I do not believe your employee's conduct was lawful for the driving conditions.

The reason I am reaching out about this isn't that I am mad someone unnecessarily honked at me and want to tattle on your driver, but because that this type of aggressive, not reasonably assertive, behavior is frustratingly typical at and around this stop by SamTrans employees. Your drivers regularly unlawfully merge when they are required by law to yield, and throw the weight of their bus around to dominate the road in a manner that creates risk for the general public and SamTrans as a public entity. My family simply wants to come and go from our home in a lawful and safe manner - having to worry about your employees operating busses inappropriately does not work. I submit this email into the public record in the event that it is relevant to future incidents related to SamTrans employees.

Thank you for your consideration,

A concerned citizen

From: [Peter A Smith](#)
To: [April Chan](#)
Cc: [Board \(@samtrans.com\)](#); [Board \(@caltrain.com\)](#); [Board \(@smcta.com\)](#); [David Santoro](#); [Kate Jordan Steiner](#)
Subject: New Millbrae office and possible waste of \$126m taxpayer dollars
Date: Saturday, January 17, 2026 5:33:46 PM

Some people who received this message don't often get email from peteasmith@proton.me. [Learn why this is important](#)

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders.

Dear CEO Chan:

The current remote and loosely enforced hybrid arrangements have failed and should not continue. This was only supposed to be for COVID. Instead it has been extended for no reason.

All employees need to return to office 5 days a week.

If the work can be done remotely, it can also be done remotely from Alabama, Mississippi, Texas, Michigan or outsourced to India, Philippines, China like Silicon Valley companies and Amazon do for much cheaper wages.

All district employees are disaster workers. If they cannot come into the office even once a week, how can they be disaster workers?

The current remote and hybrid work practices are unsustainable, inconsistently applied, and misaligned with public-sector accountability standards.

Equity and Fairness Across the Workforce

- * Many employees at Central come into the office only ONCE A WEEK for less than 7 hours. You can check their badging in and badging out times. Board members are in attendance more than these employees.
- * Union employees, including Local 1574, work on site, all hours, seven days a week, including nights, weekends, and holidays.
- * Maintenance crews routinely work 8 pm to 6 am in physically demanding environments.
- * Allowing office staff to work remotely with zero oversight creates inequitable working conditions and undermines labor fairness.
- * Equal treatment of employees requires consistent expectations, not discretionary arrangements benefiting a subset of staff with high salaries and no accountability.

Legal, Compliance, and Risk Exposure

- * Some employees may be working remotely across state lines and the district is not authorized, structured, or funded to employ staff working outside the state of California. The agency is not

structured for out of state employment, including non California payroll taxation, labor law compliance, and workers' compensation coverage.

* Employees working remotely outside California expose the agency to unfunded legal, tax, and insurance liabilities.

* Workers' compensation policies were designed for designated workplaces — not private residences with unknown safety conditions.

* There is currently no monitoring or enforcement to confirm employee work location, hours, or compliance with California employment laws. Amazon tracks employee location.

*The district cannot verify the safety of home worksites, creating direct liability exposure.

* Please provide a report on all employees via a Public Records Act request as to where office employees have been in the last two years. If you cannot provide this information you cannot say that they were working.

Core Business Hours and Productivity

* Numerous non field staff and employees at Central and the bases are not consistently present during core business hours.

* There is background household activity during video meetings like dishwashers being unloaded, pets in the video, blurred images of children in the video feed, lawn maintenance activity, sounds of cooking ("be right back" because I am doing laundry or cooking). Employees appear to be in public venues when they are supposed to be in front of a computer or at a desk.

* Employees appearing to conduct personal errands during work hours.

* These conditions are incompatible with professional public agency service standards. This would be unacceptable for the security guards and for employees in the maintenance yards and staff on buses and trains. So why is it acceptable for office or non field staff?

Collaboration, Training, and Problem Solving

* Effective teamwork, mentoring, and real time problem-solving require physical co-location.

* Employees cannot learn district culture, procedures, or expectations in a virtual environment when offices are mostly empty.

* Institutional knowledge transfer has materially declined due to lack of in person engagement.

Fiscal Stewardship and Public Trust

* The agency invested significant taxpayer funds or \$130 million in a new Central Office campus.

* Current occupancy at Central is less than 10% at any given time, and 1% on Fridays, representing a massive waste of public resources.

* The public expects visible, accountable use of facilities funded with taxpayer dollars, not a complete erosion of public trust.

Lack of Oversight and Enforcement

There is no active system to:

* Track employee presence

* Enforce attendance

- * Confirm compliance with existing policies
- * Badge in and badge out data by employees needs to be implemented and reviewed to ensure accountability and this data needs to be published to the taxpayers.
- * The absence of enforcement has resulted in policy erosion and inconsistent standards.

Market Alignment and Compensation Integrity

- * Private sector employers increasingly align compensation with geographic cost of living (COLA) adjustments. You cannot be in the Central Valley while posing as working in Silicon Valley.
- * Paying identical wages to employees to live in high cost areas (San Carlos and peninsula) and lower cost regions (Central Valley) while allowing remote work creates compensation inequities and loss of morale. Worse when these employees are in the office only ONCE A WEEK.
- * Remote work arrangements further amplify this imbalance and undermine wage structure integrity.

Please fix this. If not, please explore the outsourcing of all these jobs to save taxpayer dollars or rent the office space when employees are absent from the workplace and working remotely.

Sincerely,
Pete A. Smith

From: [SamTrans BOD Public Support](#)
To: adina@seamlessbayarea.org
Cc: [Board \(@samtrans.com\)](mailto:Board (@samtrans.com))
Subject: RE: 13c - SamTrans Bus Stop Improvement Plan
Date: Wednesday, January 21, 2026 11:15:01 AM

To Adina Levin,

Thank you for this comment. The BSIP Amenity Refresh staff are considering multi-agency information for our real-time information amenities. We will be working closely with our partner agencies to collaborate on these efforts. We are still working through limitations on real-time information technology, but understand multi-agency information is important to our riders at our shared stops.

Your SamTrans BOD Public Support Team

From: Adina Levin <adina@seamlessbayarea.org>
Sent: Wednesday, January 7, 2026 8:44:04 PM (UTC+00:00) Monrovia, Reykjavik
To: Board (@samtrans.com) <board@samtrans.com>; Public Comment <PublicComment@samtrans.com>
Cc: Michaela Petrik <petrikm@samtrans.com>
Subject: 13c - SamTrans Bus Stop Improvement Plan

You don't often get email from adina@seamlessbayarea.org. [Learn why this is important](#)

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders.

Dear Board and Staff,

Thank you very much for the progress on the SamTrans Bus Stop Improvement Plan which will greatly improve the comfort and dignity of people using SamTrans around the county.

I wanted to make comment about a feature that will be helpful in some locations, that will make transit easier to use.

At bus stops served my multiple agencies, it would be helpful to have realtime signage showing the arrival time - not only for SamTrans buses but for the other agencies people are using.

Such multi-agency signs have most recently been rolled out in the North Bay, and were done in as part of a existing project in that project's budget.

<https://www.seamlessbayarea.org/blog/2026/1/6/smart-launches-multi-agency-signs-for-better-connections>

Thanks again for improving bus stops in San Mateo County.

Best,

- Adina

Adina Levin

Seamless Bay Area

<https://seamlessbayarea.org>

650-646-4344

From: [Adina Levin](#)
To: [SamTrans BOD Public Support](#)
Cc: [Board \(@samtrans.com\)](#)
Subject: Re: 13c - SamTrans Bus Stop Improvement Plan
Date: Wednesday, January 21, 2026 12:00:29 PM

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders.

Thank you very much!

- Adina

On Wed, Jan 21, 2026 at 11:15 AM SamTrans BOD Public Support <SamTransBODPublicSupport@samtrans.com> wrote:

To Adina Levin,

Thank you for this comment. The BSIP Amenity Refresh staff are considering multi-agency information for our real-time information amenities. We will be working closely with our partner agencies to collaborate on these efforts. We are still working through limitations on real-time information technology, but understand multi-agency information is important to our riders at our shared stops.

Your SamTrans BOD Public Support Team

From: Adina Levin <adina@seamlessbayarea.org>
Sent: Wednesday, January 7, 2026 8:44:04 PM (UTC+00:00) Monrovia, Reykjavik
To: Board (@samtrans.com) <board@samtrans.com>; Public Comment <PublicComment@samtrans.com>
Cc: Michaela Petrik <petrikm@samtrans.com>
Subject: 13c - SamTrans Bus Stop Improvement Plan

You don't often get email from adina@seamlessbayarea.org. [Learn why this is important](#)

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders.

Dear Board and Staff,

Thank you very much for the progress on the SamTrans Bus Stop Improvement Plan which will greatly improve the comfort and dignity of people using SamTrans around the county.

I wanted to make comment about a feature that will be helpful in some locations, that will make transit easier to use.

At bus stops served my multiple agencies, it would be helpful to have realtime signage showing the arrival time - not only for SamTrans buses but for the other agencies people are using.

Such multi-agency signs have most recently been rolled out in the North Bay, and were done in as part of a existing project in that project's budget.

<https://www.seamlessbayarea.org/blog/2026/1/6/smart-launches-multi-agency-signs-for-better-connections>

Thanks again for improving bus stops in San Mateo County.

Best,

- Adina

Adina Levin
Seamless Bay Area

<https://seamlessbayarea.org>

650-646-4344