

SENT VIA EMAIL

December 7, 2011

Nancy Ostrowski
Senior Business Representative
IFPTE, Local 21
4 N. Second Street, Suite 430
San Jose, CA 95113

Dale Dapp
President
AMSP, IFPTE Local 21
c/o DOT
200 E. Santa Clara Street
San Jose, CA 95113

John Mukhar
President
AEA, IFPTE Local 21
c/o ESD
700 Los Esteros Road
San Jose, CA 95134

Cay Denise MacKenzie
President
CAMP, IFPTE Local 21
c/o OES
855 N. San Pedro, Room 404
San Jose, CA 95110

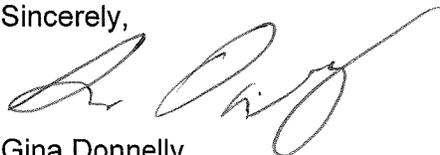
RE: Sick Leave Payout Negotiations

Dear Nancy, Dale, John and Cay Denise:

On September 30, 2011, we sent you a letter regarding the City's interest in commencing negotiations regarding the sick leave payout benefit. We previously agreed to conduct these negotiations in a coalition setting with AEA, AMSP and CAMP. The City has provided several opportunities to meet with IFPTE, Local 21 to negotiate regarding this matter. Unfortunately, IFPTE, Local 21 has not provided its availability to meet on this issue.

To date, the City has not received a proposal from IFPTE, Local 21 regarding the sick leave payout benefit. As we have indicated, the City is interested in moving this process forward. In the interest of time, please find enclosed the City's latest proposal on this matter. We would appreciate it if IFPTE, Local 21 would provide its availability during the month of December to negotiate regarding this matter.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager

Enclosure

CITY PROPOSAL – SICK LEAVE PAYOUT

Proposed Language

Effective July 1, 2012, the sick leave payout benefit shall cease.

This language is intended to replace the language in:

- *Articles 8.4 through 8.4.1.6 of the AEA (Unit 41/42) Memorandum of Agreement.*
- *Articles 8.4 through 8.4.1.6 of the AEA (Unit 43) Memorandum of Agreement.*
- *The section entitled “Sick Leave Payout” in the AMSP Benefit and Compensation Summary.*
- *The section entitled “Sick Leave Payout” in the CAMP Benefit and Compensation Summary.*