

SENT VIA EMAIL

June 1, 2012

Vera Todorov
President
Association of Legal Professionals (ALP)
c/o City Attorney's Office
200 E. Santa Clara Street
San Jose, CA 95113

RE: ALP's Proposed Ground Rules

Dear Ms. Todorov:

The City is in receipt of ALP's Proposed Ground Rules dated May 25, 2012. As we indicated during our meeting on Tuesday, May 29, 2012, the City shares ALP's goal of coming to an agreement for Fiscal Year 2012-2013 and we once more reiterate our intention to reach an agreement with ALP.

As you know, groundrules generally involve the mechanics of bargaining, such as the time and place of negotiations sessions, the number of employees on released time, chief spokespersons, and the execution of tentative agreements prior to reaching a full agreement. As we have indicated, the City has concerns with some of ALP's proposed ground rules, including, but not limited to, concerns that ALP's proposed groundrules involve subjects outside the scope of bargaining. We look forward to discussing these further during our meeting on Monday, June 4, 2012.

Sincerely,



Marco Mercado
Senior Executive Analyst

c: Debra Figone, City Manager
Richard Doyle, City Attorney
Michelle Katsuyoshi
Charles Sakai