

SENT VIA EMAIL

December 7, 2011

Robert Sapien Jr.
President
San Jose Fire Fighters, IAFF, Local 230
425 E. Santa Clara Street, Suite 300
San Jose, CA 95113

RE: Sick Leave Payout Negotiations

Dear Robert:

On September 30, 2011, we sent you a letter regarding the City's interest in commencing the sick leave payout negotiations. The City subsequently offered to meet with Local 230 regarding these negotiations.

On October 19, 2011, you sent a letter and indicated that the joint retirement reform proposal submitted by IAFF, Local 230 and the POA on September 28, 2011, included a proposal for changes to sick leave payout. In your letter of October 19th, you further indicate that because of the inclusion of this issue in the retirement negotiations, you recommend that separate meetings on sick leave payout not convene. Since then, retirement proposals made by IAFF, Local 230 have included a proposal on sick leave payout. As you know, the City continues to be unable to accept the Union's proposal.

The agreement reached with IAFF, Local 230 on March 3, 2011, included a side letter to negotiate over the sick leave payout benefit. This side letter is separate and apart from any side letter related to retirement issues. As we have communicated, the City wishes to proceed with negotiations related to sick leave payout.

The City provided you a proposal on sick leave payout on September 30, 2011. In your letter of October 19th, you reject the City's proposal. The City provides the enclosed counter proposal. The City is interested in moving forward with this process. Please

provide Local 230's availability during the month of December to meet and confer regarding this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Gina Donnelly". The signature is fluid and cursive, with the first name being more prominent.

Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager
Jeff Welch, Vice President, San Jose Fire Fighters, IAFF, Local 230

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 26.2 through 26.2.7 of the IAFF, Local 230 Memorandum of Agreement.*