

SENT VIA EMAIL

November 8, 2011

Yolanda Cruz
President
Municipal Employees' Federation, AFSCME Local 101
c/o Library Department
150 E. San Fernando Street
San Jose, CA 95112

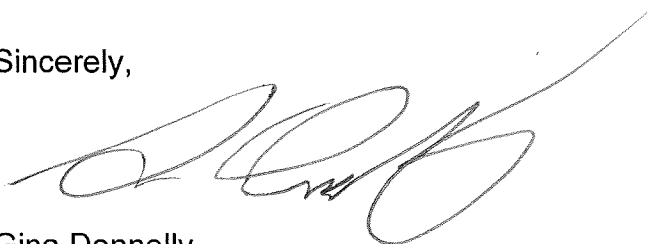
LaVerne Washington
President
Confidential Employees' Organization, AFSCME Local 101
c/o City Attorney's Office
200 East Santa Clara Street
San Jose, CA 95113

RE: Draft Proposed Ballot Measure

Dear Yolanda and LaVerne:

We wanted to provide clarification regarding the letter we sent you on October 31, 2011. As of that date, the City formally declared impasse or waiver. As you have not accepted our invitation to participate in mediation, the meet and confer process regarding the proposed ballot measure is now concluded.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager