

International  
Electrical



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Workers

**AFL-CIO**

Local Union No. 332

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November 10, 2011

Gina Donnelly  
Office of Employee Relations  
City of San Jose  
200 East Santa Clara St.  
San Jose, Ca. 95113

**Re: Draft Proposed Ballot Measure**

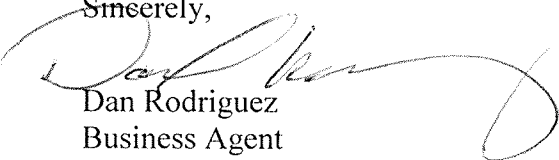
Dear Gina,

This letter is sent as a follow-up to the email I sent to you on November 9<sup>th</sup> stating the IBEW is not giving up any of its rights. The IBEW emphasizes we do not waive our right to meet and confer over the draft proposed ballot measure, nor do we waive our right to mediation. As we have repeatedly told you, the IBEW believes that the parties can produce acceptable pension reform using the meet and confer process, thus rendering the proposed ballot measure unnecessary. Accordingly, the IBEW and the City of San Jose are not at impasse. However, if the City of San Jose continues to insist on bypassing the meet and confer process and prematurely declaring impasse, then the IBEW agrees to participate in the mediation process.

Please provide us with some proposed dates for mediation and the IBEW will do its best to make itself available on the proposed dates.

Please be advised that the IBEW believes that the City of San Jose has not bargained in good faith regarding the unresolved pension reform issues and that the City is intentionally foregoing the meet and confer process in favor of a rush toward mediation in order to justify placing its unnecessary (and illegal) pension reform measure on the November ballot.

Sincerely,

  
Dan Rodriguez  
Business Agent

DR:mg/opeiu#29/afl-cio