



1150 North First Street, Suite 101
San Jose, CA 95112

August 2, 2011

VIA EMAIL & HAND DELIVERY

Gina Donnelly, Deputy Director
CITY OF SAN JOSE
Office of Employee Relations
200 East Santa Clara Street
San Jose, CA 95113

RE: Proposed Ballot Measure

Dear Gina:

We are of the firm belief that the negotiations regarding retirement issues on Friday July 29, 2011 were extremely productive and moved us significantly forward. On the basis of continuing the dialogue and moving toward an agreement we would like to propose tabling the ballot measure discussion, instead pursuing an effective negotiation on retirement that might potentially allow for a more substantive negotiation on the ballot measure in the future.

While we are proposing postponing discussion over the proposed ballot measure, this in no way constitutes waiving our right to meet and confer regarding the ballot measure in accordance with the *Seal Beach* case.

We therefore look forward to a productive meeting on retirement issues on August 23, and anticipate the full participation from our coalition of non-management, rank-and-file unions: ABMEI, AFSCME-CEO, AFSCME-MEF, IBEW and OE-3 with the City in good faith negotiations.

Sincerely,

A handwritten signature in black ink, appearing to read 'Yolanda A. Cruz', is written over a light blue horizontal line.

Yolanda A. Cruz, President, AFSCME-MEF

A handwritten signature in black ink, appearing to read 'LaVerne S. Washington', is written over a light blue horizontal line.

LaVerne S. Washington, President, AFSCME-CEO

Cc: Charles E. Allen, Business Agent, AFSCME
Teague P. Patterson