

SENT VIA EMAIL

October 3, 2011

Nancy Ostrowski
Senior Business Representative
IFPTE, Local 21
4 N. Second Street, Suite 430
San Jose, CA 95113

John Mukhar
President
AEA, IFPTE Local 21
c/o ESD
700 Los Esteros Road
San Jose, CA 95134

Dale Dapp
President
AMSP
c/o DOT
200 E. Santa Clara Street
San Jose, CA 95113

Cay Denise MacKenzie
President
CAMP, IFPTE Local 21
c/o OES
855 N. San Pedro, Room 404
San Jose, CA 95110

RE: Retirement Negotiations

Dear Nancy, John, Dale and Cay Denise:

To "Meet and confer in good faith" means that a public agency, or such representatives as it may designate, and representatives of recognized employee organizations, have the mutual obligation to personally meet and confer promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to endeavor to reach agreement on matters within the scope of representation.

We believe that meeting in person and participating in a meaningful discussion regarding your latest proposal is the most effective use of the time we have left prior to the completion of the negotiation process on October 31, 2011, and the City's negotiation team will be prepared to do so. Please confirm that you, or your designated representative, will be in attendance and prepared to answer questions and engage in a substantive dialogue regarding your proposal of September 28, 2011, at our next negotiation session on October 5, 2011.

AEA, AMSP and CAMP
RE: Retirement Negotiations
October 3, 2011
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Sincerely,

A handwritten signature in black ink, appearing to read "Gina Donnelly". The signature is fluid and cursive, with a long, sweeping line extending from the end of the name.

Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager