

ASSOCIATION OF LEGAL PROFESSIONALS (ALP)

September 16, 2011

Gina Donnelly
Office of Employee Relations
CITY OF SAN JOSE
200 E. Santa Clara St., Wing 3rd Floor
San Jose, CA 95113

Re: San Jose/ALP Negotiations

Dear Ms. Donnelly:

This is written in response to your September 12, 2011 letter to me. In that letter, you misunderstand and misrepresent my previous September 6 communication to you. Here, as in that September 6 letter, ALP is not refusing to negotiate in good faith with the City. We are simply expressing our inability to present a rational response to the partial and disparate proposals made public by the City. All we ask is for the City to inform us regarding all of its proposals so that we may be in a position to make intelligent and informed counter proposals.

All of the City proposals to date are related reductions in our members' benefits. We do not expect to bargain in a vacuum with no knowledge of the total impact and financial asks from the City of the City's various proposals. Rather than informing ALP of the full breadth of its proposals, the City is engaging in conditional bargaining by selectively excluding items from discussion. For example, the new ballot measure and new sick leave payout proposal have been recently added since our single negotiation session on August 11.

The City is trickling proposals onto the bargaining table at the same time that it states that it is on a fast track to declare impasse and unilaterally implement if necessary because of its purported -- but unsupported -- 'fiscal emergency.'

In sum, we look forward to sitting at the negotiating table with the City's team to discuss the City's proposals.

Very truly yours,



VERA TODOROV

President

ASSOCIATION OF LEGAL PROFESSIONS