

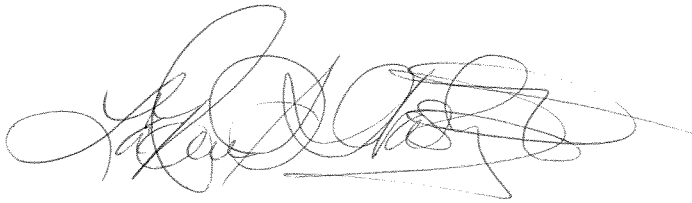
CITY OF SAN JOSE

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ASSOCIATION OF BUILDING, MECHANICAL AND ELECTRICAL INSPECTORS
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 332
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 3
MUNICIPAL EMPLOYEES' FEDERATION, AFSCME LOCAL 101
CONFIDENTIAL EMPLOYEES' ORGANIZATION, AFSCME LOCAL 101

GROUND RULES FOR NEGOTIATIONS REGARDING RETIREMENT ISSUES

1. The parties agree that the non-management, rank-and-file unions: ABMEI, IBEW, OE-3, and AFSCME (MEF and CEO) will participate in coalition negotiations. Any party of the coalition negotiations, including the City, may choose to withdraw from said negotiations. Withdrawal from the coalition negotiations is without prejudice to the withdrawing organization's right to bargain with the City or the City's duty to bargain. Withdrawal from the coalition negotiations by any party will convert the negotiations to bargaining with each Union separately, starting with the last proposal on the table.
2. Negotiations sessions will be open to the public. However, either party may notify the other of the intent to discontinue public negotiations and provide the other party with its reason(s) to discontinue public negotiations in writing. In that event, the negotiations will immediately return to "closed" negotiations.



Warren Krause
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Yelanda A. Cruz
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