

SENT VIA EMAIL

September 30, 2011

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

Dale Dapp
President
AMSP, IFPTE Local 21
c/o DOT
200 E. Santa Clara Street
San Jose, CA 95113

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

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

RE: Sick Leave Payout

Dear Nancy, Dale, John and Cay Denise:

On September 13, 2011, the City notified separately, the Association of Engineers and Architects, IFPTE Local 21 (AEA), the Association of Maintenance Supervisory Personnel, IFPTE Local 21 (AMSP), and the City Association of Management Personnel, IFPTE Local 21 (CAMP), pursuant to the side letter contained in the Agreements between the City and AMSP, AEA and CAMP, of its intent to begin negotiations over the sick leave payout benefit. We proposed meeting dates with each bargaining group separately.

We received notification that AEA, AMSP and CAMP was interested in negotiating on this matter in a coalition setting and the City agreed. Additionally, IFTPE Local 21 indicated that it would provide alternative dates for our first meeting to discuss this matter; however, we have not received any alternative dates.

The City is interested in commencing the sick leave payout discussions as soon as possible. The City proposes to have our first meeting on Thursday, October 6, 2011, from 4:00 p.m. to 5:00 p.m. at the Office of Employee Relations. The City would

appreciate receiving confirmation or some alternative dates as soon as possible. In the interest of time, please find enclosed the City's initial proposal.

Sincerely,

A handwritten signature in black ink, appearing to read "Gina Donnelly". The signature is fluid and cursive, with the first name being more prominent.

Gina Donnelly
Deputy Director of Employee Relations

Enclosure

CITY PROPOSAL – SICK LEAVE PAYOUT

Proposed Language

Effective January 1, 2012, the sick leave payout benefit shall cease.

This language is intended to replace the language in:

- *Articles 8.4 through 8.4.1.6 of the AEA (Unit 41/42) Memorandum of Agreement.*
- *Articles 8.4 through 8.4.1.6 of the AEA (Unit 43) Memorandum of Agreement.*
- *The section entitled "Sick Leave Payout" in the AMSP Benefit and Compensation Summary.*
- *The section entitled "Sick Leave Payout" in the CAMP Benefit and Compensation Summary.*