

SENT VIA EMAIL

September 30, 2011

Robert Sapien
President
San Jose Fire Fighters, IAFF, Local 230
425 E. Santa Clara Street, Suite 300
San Jose, CA 95113

RE: Sick Leave Payout

Dear Robert:

On September 13, 2011, the City notified the San Jose Firefighters, IAFF, Local 230, pursuant to the side letter contained in the Agreement between the City and the San Jose Firefighters, IAFF, Local 230, of its intent to begin negotiations over the sick leave payout benefit. The City proposed to hold our first meeting on Monday, September 26, 2011, from 3:00 p.m. to 4:00 p.m.

While you indicated that you were not available on the date previously proposed, the City is interested in commencing the sick leave payout discussions as soon as possible. The City proposes to have our first meeting on Monday, October 3, 2011, from 3:00 p.m. to 4:00 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,



Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager
Jeff Welch, Vice President, San Jose Fire Fighters, IAFF, Local 230

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 26.2 through 26.2.7 of the IAFF, Local 230 Memorandum of Agreement.*