



OPERATING ENGINEERS LOCAL UNION No. 3

1654 THE ALAMEDA, SUITE 110, SAN JOSE, CA 95126 • (408) 289-9691 • FAX (408) 289-1128

Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands



December 22, 2011

Gina Donnelly
Deputy Director
Office of Employee Relations
City of San Jose
200 E. Santa Clara Street
San Jose, CA 95113

RE: Negotiations and Sick Leave Payout

Dear Ms. Donnelly;

It has come Local 3's attention that the City has made a proposal to have sick leave payout options continue through June 30, 2012 for all bargaining unit excluding the non-management unions (AFSCME, IBEW, and OE 3). The non-management bargaining units had this benefit taken away with an effective date December 31, 2011 as result of the terms and conditions that were imposed in June 2011.

Sick leave payout has been discussed in retirement reform negotiations in the context of a possible incentive for current employees when choosing to opt-in to a modified retirement benefit.

Local 3 is extremely concerned with this disparate treatment of Sick Leave Payout, whereby some of the lower paid Local 3 members with the least likely to have substantial accumulation of sick leave are subject to losing this benefit. This is an unjust penalty for those Local 3 members who are among the lower paid and are considered line staff by the City.

Local 3 requests that the Sick Leave Payout benefit be reinstated to Local 3 represented employees with the same provisions extended to other bargaining groups and the Senior Management Team.

Local 3 looks forward to hearing from the City to the extent that these provisions will be extended to Local 3 members and Local 3 remains hopeful that the City show good faith in this issue.

Sincerely:

William H. Pope
Business Representative