

September 14, 2012

Peter Fenerin
President, ABMEI

LaVerne Washington
President, CEO

Yolanda Cruz
President, MEF

Charles Allen
Business Agent, AFSCME Local No. 101

John Mukhar
President, AEA

Dale Dapp
President, AMSP

Bill Pope
Business Representative, OE#3

Nancy Ostrowski
Senior Business Representative,
IFPTE, Local 21

Cay Denise MacKenzie
President, CAMP

Dan Rodriguez
Business Agent, IBEW

Frank Crusco
Chief Steward, IBEW

Re: Retiree Healthcare Negotiations

Dear Bargaining Unit Representatives:

This letter serves to confirm our conversation from our meeting held on September 13, 2012, regarding retiree healthcare negotiations. We are hopeful we can reach a mutual agreement in a coalition setting.

The coalition process is completely voluntary. The City or any bargaining unit may withdraw from the coalition process at any time and for any reason. If a bargaining unit decides to withdraw from the coalition bargaining process, such a withdrawal will not affect either party's duty to continue to meet and confer regarding retiree healthcare benefits. If the City or a bargaining unit decides to withdraw from the process, separate negotiations will begin with the last proposal from the coalition bargaining setting.

Please notify us if your bargaining unit will not be participating in the coalition negotiations under the process described in this letter by Tuesday, September 18, 2012.

Federated Bargaining Units
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We look forward to working with the bargaining units in the coalition bargaining process. The next meeting has been scheduled for Wednesday, September 26, 2012 from 1:00 pm to 3:00 pm in the City Manager's Conference Room (1734).

Sincerely,

A handwritten signature in black ink, appearing to read 'Alex Gurza', with a stylized, flowing script.

Alex Gurza
Deputy City Manager

c Jennifer Schembri, Assistant to the City Manager