

May 10, 2013

Vera Todorov
President
Association of Legal Professionals (ALP)
c/o City Attorney's Office
200 E. Santa Clara Street
San Jose, CA 95113

RE: ALP's Response to City's Retiree Healthcare Modified Proposal

Dear Vera:

We have received your letter regarding the City's Retiree Healthcare Modified Proposal dated May 6, 2013. ALP very recently joined the eight Federated bargaining units in a coalition setting to negotiate over retiree healthcare benefits; however, we have not received clarification on ALP's continued involvement in the coalition.

Your letter raised an issue that you have not addressed in any setting previously, including upon ALP's receipt of the City's retiree healthcare proposal in December. We believe this issue would be best discussed at the bargaining table due to the ongoing nature of the retiree healthcare negotiations.

We look forward to discussing these issues and your ideas for a permanent solution for retiree healthcare with ALP separately or with the retiree healthcare coalition, if ALP chooses to remain in the coalition.

Sincerely,



Alex Gurza
Deputy City Manager