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10/11/11

**Ground Rules
for
IBEW and City of San Jose
for
Meeting regarding Proposed Ballot Measure**

1. The parties are fully committed to negotiating in good faith to preserve essential City services and the employees who deliver those services, while working to strengthen the sustainability of the city's long term financial health.
2. Negotiations will be in a public forum, open to all citizens of San Jose.
3. Any discussions regarding pension, retirement and healthcare will be based on the results of agreements made in concurrent meetings with the coalition of non-management unions.
4. Any party may recommend relevant subject matter experts or other individuals to attend negotiation sessions.
5. Estimated cost savings for any proposals during the negotiations shall be supported by analysis of all available data.
6. It is understood that, by participating in these negotiations, neither party waives any legal rights, including the Unions' or employee's rights to assert that certain benefits are vested, nor does such participation indicate that either party agrees that any proposal, if implemented, would constitute a lawful ordinance or charter amendment under federal or state law.