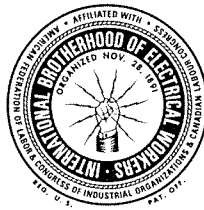


International
Electrical



Brotherhood
Workers

AFL-CIO

Local Union No. 332

2125 CANOAS GARDEN AVENUE, SUITE 100

SAN JOSE, CALIFORNIA 95125

Telephone: (408) 269-4332

Fax: (408) 979-5500

April 30, 2012

Deputy Director of Employee Relations
Gina Donnelly
Officer of the City Manager
200 East Santa Clara Street
San Jose, CA 95113-1905

RE: Last, Best and Final Offer

Dear Gina:

Recently you provided to us with what you stated is your Last, Best and Final Offer. I then asked for information on previous and subsequent offers, since I was not aware of any offers. Your response to my request was to refer me to the website www.sanjoseca.gov/employeeRelations/retirementreform.asp. After reviewing the website, I still cannot find any previous offers. As we both know, it is important to actually negotiate before giving Last, Best and Final Offers.

Please provide me with the offers previously made during our approximate eleven (11) meetings that you referenced in your first letter. I would like to compare the offers, but I cannot without the offers in hand. Again, I am asking for you to provide these offers to me as I cannot find the offers on your website.

Thank you in advance for digging these out of your website and providing them as I have requested.

Thank you,

Dan Rodriguez
Business Representative, IBEW Local 332
2125 Canoas Garden Suite 100
San Jose CA 95125
(408) 269-4332 Ext.21 / Fax (408)979-5500

DR:jamc/opeiu#29/afl-cio