

SENT VIA EMAIL

November 8, 2011

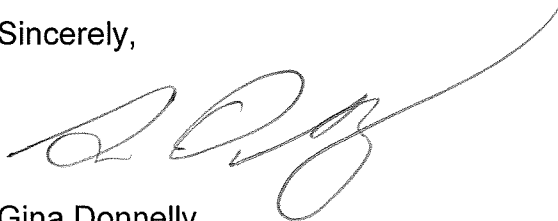
Dan Rodriguez
Business Agent
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)
2125 Canoas Garden Avenue, Suite 100
San Jose, CA 95124

RE: Revised Draft Proposed Ballot Measure

Dear Dan:

We wanted to provide clarification regarding the letter we sent you on October 31, 2011. As of that date, the City formally declared impasse or waiver. As you have not accepted our invitation to participate in mediation, the meet and confer process regarding the proposed ballot measure is now concluded.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager