



OPERATING ENGINEERS LOCAL UNION No. 3

1654 THE ALAMEDA, SUITE 110, SAN JOSE, CA 95126 • (408) 289-9691 • FAX (408) 289-1128

Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands



April 20, 2012

Gina Donnelly
Deputy Director
Office of Employee Relations
City of San Jose
200 E. Santa Clara Street
San Jose, CA 95113

RE: Last, Best and Final Offer on Healthcare, Medicare A and B and Pension Benefits for New Employees

Dear Ms. Donnelly;;

Local 3 demands to bargain over the proposed Last, Best and Final Offer dated April 16, 2012. Specifically, but not limited to, Healthcare Cost Sharing proposal. While Local 3 had already conceptually agreed to the proposed Pension for New Employees, there has been very little discussion or bargaining over the details of it.

Please contact the Union office to schedule a mutually agreeable time to discuss this issue.

Sincerely;

William H. Pope
Business Representative