

June 23, 2021

John Tucker
1150 N First Street #101
San Jose, CA 95112

Matt Mason
4 N. Second Street, Suite 430
San Jose, CA 95113

RE: Coalition Negotiations with IFPTE and MEF on Successor MOAs

Dear Matt and John:

We are in receipt of the *Last, Best, and Final* offers and the associated cover letter presented to the City by [AEA](#), [AMSP](#), [CAMP \(IFPTE\)](#), and [MEF](#) on June 18, 2021.

Since our first meeting on March 17, 2021, we have been able to find agreement on many of the proposals put forward by IFPTE and MEF. However, despite the movement made by both sides, the parties remain apart with respect to negotiated general wage increases and a few other economic and non-economic issues.

We appreciate that during our last meeting you stated that you did not believe we were at impasse and that you were still willing to have discussions despite providing the City with a *Last, Best and Final Offer*. We believe that continuing discussions will be helpful, and request that we bring in a mediator at this point to engage in pre-impasse mediation. We believe that a mediator may assist in helping to bridge the divide between the parties on the remaining issues.

Please let us know as soon as possible if MEF and IFPTE would be interested in engaging in pre-impasse mediation.

Sincerely,



Jennifer Schembri
Director of Employee Relations
Director of Human Resources

c: Dave Sykes, City Manager
Jennifer Maguire, Assistant City Manager
MEF Negotiation Team
IFPTE Negotiation Team