



CITY OF SAN ANTONIO

April 4, 2014

Via Email and Certified Mail

Mr. Chris Steele, President
San Antonio Professional Firefighters Association, Local 624
8925 IH 10 West
San Antonio, Texas 78230

Re: Your Letter of April 2, 2014 Regarding Collective Bargaining

Dear President Steele,

Thank you for your April 2nd response to my March 24, 2014 letter, in which the Fire Fighters' Union rejected, yet again, the City's latest offer for the first 2014 collective bargaining meeting to be scheduled for April 8.

The tone and content of your letter indicates to the City that the Union does not understand the urgency of the collective bargaining in 2014, in particular our efforts to present a comprehensive budget for 2014-2015 to the City Council by early August. We anticipate holding numerous collective bargaining meetings with the Union, as there are many subjects that need to be discussed/agreed upon, including health insurance.

The City strenuously disagrees with your assertion that it is bargaining in "bad faith" by suggesting dates for meetings. As you may be aware, one of the indicators of good faith bargaining is a party's willingness to schedule and attend collective bargaining meetings. Therefore, in a good faith attempt to initiate such negotiating sessions, the City is willing to meet with the Union on any and all of the following dates:

April 8, 2014 - even though the Union already has rejected this date;
April 28, 2014;
May 2, 2014;
May 12, 2014;
May 15, 2014; and
May 16, 2014.

The current Collective Bargaining Agreement has relieved the Union of giving the City the statutorily required 120-day notice. This does not mean that the Union can unilaterally delay the collective bargaining to the detriment of the City, its employees and the citizens we serve.

Despite the tone of your April 2nd letter, the City wants to move forward and begin a meaningful negotiation with the Union. The time has come to tackle issues that cannot be delayed simply because the subjects may be difficult. The City is ready and willing to engage in good faith bargaining immediately.

I look forward to scheduling our first meeting on any of the dates listed above. Please direct your correspondence to Lori Steward, Human Resources Deputy Director at 207-1465.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sheryl Sculley', written in a cursive style.

Sheryl Sculley
City Manager