

# Ogletree Deakins

**OGLETREE, DEAKINS, NASH,  
SMOAK & STEWART, P.C.**

*Attorneys at Law*

One Allen Center  
500 Dallas Street, Suite 3000  
Houston, TX 77002  
Telephone: 713.655.0855  
Facsimile: 713.655.0020  
www.ogletree.com

Jeffrey C. Londa  
713.655.5750  
jeffrey.londa@ogletree.com

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Mr. Ricky Poole  
Law Offices of Ricky J. Poole  
8000 HI-10 West, Suite 600  
San Antonio, TX 78230

RE: Invitation to Engage in Collective Bargaining

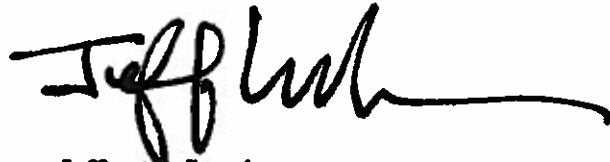
Dear Ricky:

It has now been more than six months since the City and the San Antonio Professional Firefighters Union ("Union") participated in court ordered mediation with former Texas Supreme Court Justice Deborah Hankinson serving as mediator. It is now almost three years since the term of the City and the Union's collective bargaining agreement expired and the parties entered into the evergreen period described in the agreement. Prior to the expiration of the collective bargaining agreement's pre-evergreen term and continuing up until the court ordered mediation, the City formally urged the Union on at least eight occasions to engage in collective bargaining with the City over the terms of a new agreement. The union refused.

The purpose of this letter is to again invite the Union to schedule and participate in collective bargaining with the City over the terms of a new agreement. We would like to schedule bargaining sessions to commence at the earliest possible date.

We look forward to hearing from you.

Sincerely,



Jeffrey C. Londa

JCL:jlb

cc: Mr. Andy Segovia  
Ms. Elizabeth Provencio  
Mr. Michael Bernard