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## CITY OF SAN ANTONIO

Via Email and Certified Mail

March 24, 2014

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

Subject: Collective Bargaining

Dear President Steele:

In my letter to you dated February 19, 2014, I offered that collective bargaining begin on March 17 or March 19, 2014. You responded that the Labor Union wanted to establish a Labor/Management Committee under the current Collective Bargaining Agreement. On March 4, the City explained that the union's request did not pertain to the collective bargaining process. Additionally, I related the City's intent to undertake negotiations immediately and informed you that our negotiating team would be present on March 17 to start negotiations.

On March 12, 2014, the City properly posted its notice of meeting and sent copies to you and the Labor Union's last known lawyer, Ricky Poole. In response to another letter from you on March 13, I again confirmed to you in writing, the City's commitment to engage in thorough, good faith bargaining starting on March 17, 2014.

The Labor Union did not reject March 17 as the date to meet or propose an alternative date to begin negotiations. The City's negotiation team appeared to begin bargaining at 9:30 a.m. Monday, March 17, 2014 in the "B" Room of the Municipal Plaza Building. The Labor Union failed to appear or respond.

We consider the 60-day period of bargaining referenced in the Local Government Code Section 174.152(a) to have begun on March 17. We will post notice for a second bargaining session on 10:00 a.m., April 8, 2014, unless prior to April 2, 2014 we mutually agree to another date to meet. Please contact Lori Steward, Deputy Human Resources Director at 207-1465 to confirm or discuss this matter.

Finally, Chief Hood is prepared to meet with you pursuant to the Labor Management Relations article (Article 12) on internal Fire Department issues unrelated to collective bargaining. In that regard, please feel free to contact Chief Hood's office at 207-8406.

Sincerely,

  
Sheryl Sculley  
City Manager

cc: Charles Hood, Fire Chief