



Communications Workers of America AFL-CIO Local 3170

Public Employees of Gainesville and Alachua County

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August 11, 2008

Russ Blackburn, City Manager
City of Gainesville FL
PO Box 490 – Station 6
Gainesville FL 32602-0490

AUG 11 2008

4:15 pm RAS

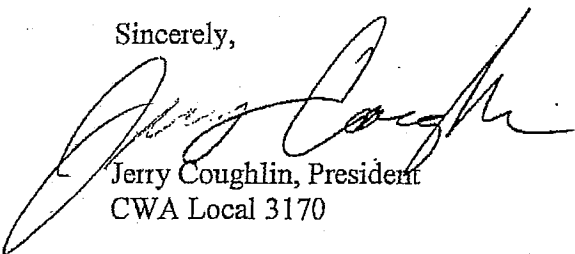
Re: Proposed Ordinance Change – Health Insurance

Dear City Manager Blackburn:

The City is drafting a proposed ordinance change over the health insurance benefits and contribution levels/rates that current bargaining unit employees would earn and receive at the time they retire. Retirement benefits are a mandatory subject of bargaining, and CWA demands to bargain any changes prior to implementation. The City must cease and desist, not implement any changes, and maintain the status quo until the statutory collective bargaining process is completed. If the City fails to maintain the current health insurance benefits for CWA bargaining unit members upon retirement, CWA will consider the City to have violated the collective bargaining agreement and Florida law, and pursue the matter through the contract grievance/arbitration procedure and/or unfair labor practice proceedings.

We look forward to working with you through the IBB process in negotiating any changes.

Sincerely,


Jerry Coughlin, President
CWA Local 3170

JC/mds

cc: City Attorney
City Auditor
Clerk of the Commission
EO Director
General Manager/Utilities
City Commission