

LEGISLATIVE #

110597

January 5, 2012

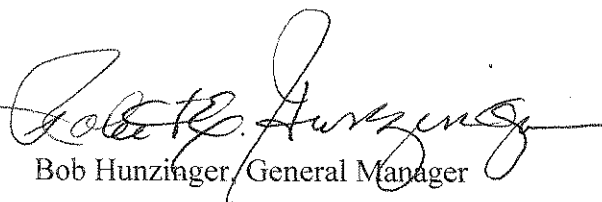
Dear retirees and members of the Communications Workers of America, AFL-CIO, CLC; Florida Police Benevolent Association, Inc.; International Association of Fire Fighters, Local 2157, Gainesville Professional Firefighters, Inc.; and Gator Lodge 67, Inc., Fraternal Order of Police (the "Unions"):

The City of Gainesville regrets unilaterally changing the formula by which the City's contribution to the future retirement health insurance premiums of employees represented by the Unions in 2008. The City apologizes for any inconvenience and uncertainty this change caused you. When the City made these changes, it was doing so to ensure the future financial sustainability of the retiree health insurance program and believed it was acting within the confines of the law. The City now understands under the decision of the appellate court that this change should have first been bargained with the Unions before it was implemented by the City. The City is committed to bargaining such changes with the Unions in the future, as well as bargaining any other changes to the bargaining unit members' wages, benefits, and terms and conditions of employment that are mandatory subjects of bargaining under Florida law. It is the City's sincere desire for the City and the Unions to put this matter behind them and move forward and work together to address the many issues and opportunities facing the City.

Sincerely,



Russ Blackburn, City Manager



Bob Hunzinger, General Manager