

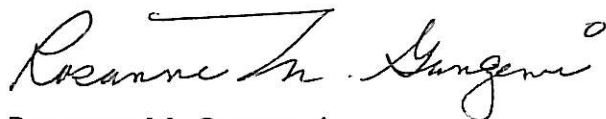
November 11, 2009

Dr. Jackson,

After some discussion the Federation feels that an Early Bird is Negotiations. We have always had a staff representative at our Negotiations, whether it was an Early Bird or full fledged Negotiations.

If this is not agreeable with the Board then we will start in January. Either way, thank you for your consideration in this matter.

Sincerely,

A handwritten signature in cursive script, reading "Rosanne M. Gangemi". The signature is written in dark ink and is positioned above the printed name.

Rosanne M. Gangemi

Vice-President Classified Unit, AFT Local 1589

Cc: Paul Fritz
Natalie Fatica