

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND

THE ASSOCIATION OF ENGINEERS AND ARCHITECTS (AEA), IFPTE, LOCAL 21,
THE ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP), IFPTE, LOCAL 21,
AND THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP), IFPTE, LOCAL 21

Flexible Workplace Policy

The City has a Flexible Workplace Policy, which governs the rules and procedures regarding approving remote work agreements between the City and employees. This policy has been part of the City Administrative Policy Manual since July 13, 2015. The parties agree to add the following language to the policy:

If an employee's Flexible Workplace Agreement is revoked due to previously communicated performance concerns, the department shall provide the employee with written performance targets. The employee's performance shall be evaluated over a period of 90 days following the revocation of the Flexible Workplace Agreement. If the employee has consistently met the performance targets provided by the department over the period of 90 days, then the employee shall be eligible to resume their previously agreed to Flexible Workplace Agreement, absent any operational needs from the department.

The parties also agree that the City Administrative Policy Manual, Section 4.2.14, Flexible Workplace Policy shall remain in effect through the expiration of the successor memoranda of agreement between the City and AEA, AMSP, and CAMP.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by the union, and approved by the City Council in open session.

FOR THE CITY:

J Schembri 8/15/2023
Date
Jennifer Schembri
Director of Employee Relations
Director of Human Resources

Elsa Cordova 8/15/2023
Date
Elsa Cordova
Assistant to the City Manager
City of San José

FOR THE UNION:

Elizabeth Kanya 08/15/23
Date
Elizabeth Kanya
Business Representative
IFPTE, Local 21

Florin Lapustea 8/15/2023
Date
Florin Lapustea
President, AEA

Jesse Perez 8/15/23
Date
Jesse Perez
President, AMSP

Julie Jennings 8/15/2023
Date
Julie Jennings
President, CAMP