

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE ASSOCIATION OF BUILDING, MECHANICAL AND ELECTRICAL INSPECTORS
(ABMEI)

LUNAR NEW YEAR

The City and ABMEI agree that the following will become effective as soon as practicable once this can be implemented for all City employees:

Lunar New Year shall be observed in accordance with the State of California's holiday schedule and New Year's Eve Day shall no longer be a City-observed holiday. The following changes will also be implemented at the time the holiday change is implemented:

17.8 Personal Leave. Each full-time employee shall be entitled to an additional eight (8) hours of personal leave hours which is granted in recognition that City employees may wish to observe a personal holiday that is not observed by the City. Each full-time employee shall be entitled to a total of thirty-twotwenty-four (3224) hours per payroll calendar year. Such leave may be scheduled in one-half hour increments at any time, subject to approval of the supervisor. Personal Leave is not accrued. Any such leave not taken by the date of termination for employees terminating during the year, or by the end of the last pay period in the calendar year for other employees, shall not be paid out nor carried over to subsequent years.

17.8.1 Fulltime employees hired on or after July 1 of each payroll calendar year shall be entitled to only sixteen twelve (1612) hours in the payroll calendar year in which they were hired.

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 ABMEI and approved by the City Council.

FOR THE CITY:

FOR THE UNION:

 5/24/23
Jennifer Schembri Date
Director of Human Resources
Director of Employee Relations

 5/24/23
Mary Reed Date
ABMEI President