

2024 CITY OF SAN JOSÉ – OE#3 NEGOTIATIONS

CITY PROPOSAL TO OE#3 – CITY-PAID PARENTAL LEAVE

City Proposed Language:

ARTICLE xx

City-Paid Parental Leave. Effective the first full pay period in Fiscal Year 2024-2025 following union ratification and Council approval in open session, the Paid-Parental Leave Program which will become permanent and the following will be incorporated into the City's Administrative Policy Manual:

Effective the first full pay period in Fiscal Year 2024-2025 following union ratification and Council approval in open session, for eligible births, adoptions, or foster care placements, full-time employees will receive a maximum total of three hundred and twenty (320) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for City-Paid Parental Leave reasons.

City-Paid Parental Leave and the use of available sick leave balances for City-Paid Parental Leave reasons must be used and completed no later than 12 months from the birth or placement of a child.