

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 230 (IAFF, LOCAL 230)

City-Paid Parental Leave Program

The City and IAFF, Local 230 agree to the changes below related to the City-Paid Parental Leave Program.

ARTICLE 55 CITY-PAID PARENTAL LEAVE

55.1 City-Paid Parental Leave. The Paid-Parental Leave Program is part of the City's Administrative Policy Manual.

For eligible births, adoptions, or foster care placements that occur on or after January 1, 2024:

- 55.1.1 Full-time employees who work a 40-hour schedule 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.
- 55.1.2 Full-time employees who work a 56-hour schedule will receive a maximum total of four hundred and forty-eight (448) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and sixty-eight (168) hours of their available sick leave for City-Paid Parental Leave reasons.
- 55.1.3 Employees with a City-Paid Parental Leave entitlement who transition between the 40-hour and 56-hour work schedules will have their remaining City-Paid Parental Leave and applicable sick leave converted to the appropriate rate.
- 55.1.4 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.
- 55.1.5 For the period of January 1, 2024 through the effective date of this agreement, no retroactive timecard adjustments will be allowable and any additional City-paid parental leave hours as provided for herein may only be used on a prospective basis.

This Agreement shall become effective when signed by all parties below, and shall be incorporated into the current or successor IAFF, Local 230 MOA.

FOR THE CITY:



Jennifer Schembri
Director of Employee Relations
Director of Human Resources

7/23/2024

Date

FOR THE UNION:



Jerry May
President, IAFF, Local 230

7/23/2024

Date