

**2018 CITY OF SAN JOSE – AEA NEGOTIATIONS (Units 41/42 and Unit 43)
TENTATIVE AGREEMENT**

ELIGIBILITY FOR USE OF SICK LEAVE

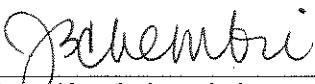
City's Proposed Language:

ARTICLE 8.3 SICK LEAVE

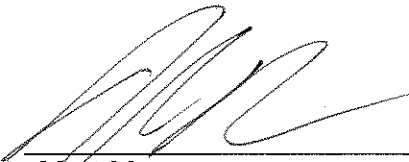
8.3.2 Accrued sick leave may be utilized if the employee is required to be absent from work on account of non-job related illness or injury; routine medical or dental appointments; or for the care related to the illness or injury of ~~the a child for which the employee's child is legally responsible~~, mother, father, spouse or domestic partner registered with the Department of Human Resources. Up to 48 hours of accrued sick leave per calendar year may be utilized if the employee is required to be absent for the care related to the illness or injury of the employee's grandparent, grandchild, brother, sister, father-in-law, mother-in-law, stepfather, stepmother or stepchild.

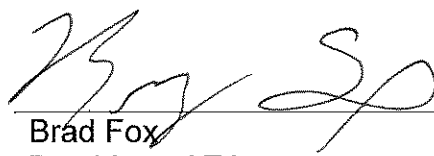
**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 2/14/18
Date
Jennifer Schembri
Director of Employee Relations

FOR THE UNION:

 2/14/18
Date
Matt Mason
Business Representative
IFPTE, Local 21

 2/14/18
Date
Brad Fox
President, AEA
AEA, IFPTE, Local 21