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CONFIDENTIAL EMPLOYEES' ORGANIZATION
AFSCME LOCAL 101, AFL-CIO



CITY OF SAN JOSE
CONTRACT NEGOTIATIONS 2018

AFSCME CEO PROPOSAL – WAGES AND SPECIAL PAY

ARTICLE 7 WAGES AND SPECIAL PAY

7.3 Working in a Higher Classification

7.3.1 Upon specific assignment by the Department Director, or his/her designated representative, with prior written approval, a full-time or part-time *permanent* employee may be required to perform the duties of a full-time or benefited part-time position in a higher classification. *Probationary employees are ineligible to work in a higher class.* Such assignments may be made to existing authorized positions that are not actively occupied due to the temporary absence of the regularly appointed employee or vacant positions. *or for purposes of training.* Assignments to a higher classification due to a vacancy shall not exceed six (6) months. Once an employee reaches the six (6) month maximum in a specific higher class assignment due to a vacancy, the employee shall not be eligible to serve in the same higher class assignment for at least six (6) months and shall return to his/her regular assignment. *Assignments to a higher classification for the purposes of training shall not exceed three (3) months.*