

u-7c 5/23/18

**CONFIDENTIAL EMPLOYEES' ORGANIZATION
AFSCME LOCAL 101, AFL-CIO**



**CITY OF SAN JOSE
CONTRACT NEGOTIATIONS 2018**

AFSCME CEO PROPOSAL - PROBATIONARY PERIODS

ARTICLE 29 PROBATIONARY PERIODS

- 29.1 Probationary periods shall not be less than six (6) or twelve (12) months of actual service as determined by the Civil Service Commission. Actual service shall mean regular hours worked, paid holidays and up to 80 hours of other cumulative or consecutive paid or unpaid absences.
- 29.2 An employee's probationary period may be extended at the discretion of the City up to a maximum of three (3) months of actual and continuous service. The employee *and the Union* will be notified in writing of the length and reason of *for* the extension *prior to the end of the original probationary period*.
- 29.3 *Probationary employees are ineligible to work in a higher class.*