

**2018 CITY OF SAN JOSE – CEO NEGOTIATIONS  
TENTATIVE AGREEMENT**

**CITY PROPOSAL TO CEO – HOUSEKEEPING**

City Proposed Language:

**ARTICLE 41 EMPLOYEE COMMUTE BENEFIT PROGRAM**

The Employee Commute Benefit Program shall be as follows:

- 41.1 Full-time, and part-time employees who worked an average of twenty (20) or more hours per week within the previous calendar month, shall be eligible to participate in the Employee Commute Benefit Program. Seasonal workers and Airport employees are not eligible to participate in the Employee Commute Benefit Program; the Airport provides its own separate employee commute program.
- 41.2 Participation in an Employee Commute Benefit Program through the Santa Clara Valley Transit Authority ("VTA") ~~Eco Pass Program~~ will be available to eligible employees, subject to the terms of the Employee Commute Benefit Program as defined in Article 41.1.
- 41.3 Pursuant to the Employee Commute Benefit Program, eligible employees shall be allowed to use pre-tax dollars ("Pre-Tax Payroll Deduction Program") to pay for transit service beyond those provided by VTA. The administrative fees of the Pre-Tax Payroll Deduction Program will be paid for by the City. The Pre-Tax Payroll Deduction Program shall enable employees to use pre-tax dollars to pay for non-VTA transit services, which may include, but are not limited to, Caltrain, the Hwy 17 Express Bus, and BART.


*\*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:**

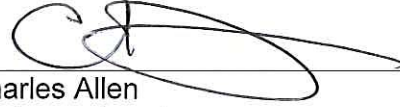
  
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Marco Mercado  
Assistant to the City Manager  
Office of Employee Relations

5/23/18  
\_\_\_\_\_  
Date

**FOR THE UNION:**

  
\_\_\_\_\_  
LaVerne Washington  
President  
CEO, AFSCME, Local 101

5/23/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Charles Allen  
Business Agent  
AFSCME, Local 101

5-23-18  
\_\_\_\_\_  
Date