

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

CITY PROPOSAL TO CEO – OPPORTUNITY TO WORK

City Proposed Language:

ARTICLE 24 SUPPLEMENTAL BENEFITS FOR PART-TIME EMPLOYEES

24.10 Opportunity to Work

24.10 Before hiring additional part-time employees, the City will offer additional hours of work to existing part-time employees who have the skills and experience to perform the work. The City will develop a process to distribute the hours of work among those existing part-time employees.

Nothing herein contained, however, shall be construed to limit the right of the Department Director or designee, to determine the days of the week and hours of each day when such part-time employee shall be required to work. Further, nothing herein contained, shall limit the right of the Department Director or designee to determine the days of the week and hours of each day when any such part-time non-benefited employee shall be required to work, or whether such part-time non-benefited employee shall work at all.

This section shall not be construed to require the City to offer a part-time employee any additional hours of work if it would result in the part-time employee being eligible for overtime compensation at 1.5 times their regular rate of pay or any other additional benefits that said employee is not otherwise eligible.

**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:



Marco Mercado
Assistant to the City Manager
Office of Employee Relations

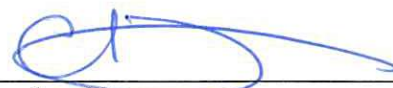
5/21/18
Date

FOR THE UNION:



LaVerne Washington
President
CEO, AFSCME, Local 101

5/21/18
Date



Charles Allen
Business Agent
AFSCME, Local 101

5-21-18
Date