

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

CITY PROPOSAL TO CEO – UNION RELEASE TIME

City Proposed Language:

ARTICLE 12 GRIEVANCE PROCEDURE


12.7 Release Time

- 12.7.1 The Employee Organization President and/or a designated representative shall be authorized release time to appear at Civil Service Commission or City Council meetings when such bodies are considering matters affecting the Employee Organization, to attend Federated Retirement Board meetings, and to attend meetings to which he/she is called by the City Administration regarding matters affecting the Employee Organization, so long as this participation does not result in overtime to perform their usual and customary duties. Participation at such meetings should be in lieu of usual and customary duties and will not result in overtime compensation.
- 12.7.2 Employees will be granted release time in order to donate blood at City sponsored blood drives. Employees will be granted two (2) hours of release time per calendar quarter to donate platelets.

12.7.3 City Paid Union Release Time (URT). The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.

**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.*

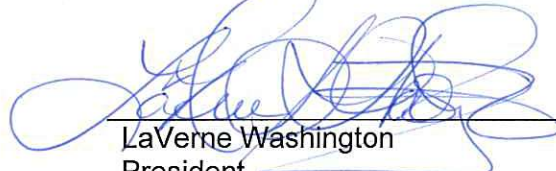
FOR THE CITY:



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