

2018 CITY OF SAN JOSE – IAFF MOA NEGOTIATIONS

CITY PROPOSAL TO IAFF – PROBATIONARY PERIODS

City Proposed Language:

ARTICLE 39 PROMOTIONAL EXAMINATIONS

~~39.2 Probation. The probationary period for employees appointed to the rank of Fire Engineer and above may be extended only when the probationary employee has been on disability leave, light duty, sick leave, leave for purposes related to pregnancy, military leave, or unpaid leave of absence during the probationary period and that such extension shall be equivalent to the length of time the employee was on leave and/or light duty.~~

ARTICLE 53 PROBATIONARY PERIODS

~~53.1 Probationary Period Calculation. Probationary periods for all classifications represented by IAFF, Local 230, excluding the Firefighter Recruit Classification (Job Code 2310), shall not be less than twelve (12) months of actual service. Actual service shall mean regular hours worked.~~

~~53.2 An employee's probationary period may be extended at the discretion of the City up to a maximum of six (6) months of actual and continuous service. The employee will be notified in writing of the length and reason for the extension.~~