

2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS
TENTATIVE AGREEMENT

IAFF COUNTER PROPOSAL - PROBATIONARY PERIODS
IAFF Counter Proposal 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 periods for all classifications excluding the Firefighter Recruit Classification (Job Code 2310) shall be twelve (12) months of actual service. Actual service shall mean regular hours worked, and up to one hundred and forty-four (144) hours of other cumulative or consecutive paid or unpaid absences.
- 53.2 An employee's probationary period may be extended for substandard performance at the discretion of the City up to a maximum of six (6) months of actual service as defined in 53.1. The employee and the union will be notified in writing of the length and specific substandard performance reason for the extension.