

**2018 CITY OF SAN JOSE – IAFF MOA NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL – ARBITRATION LIST COSTS

City Proposed Language:

ARTICLE 20 GRIEVANCE PROCEDURE


20.5.3 The parties may mutually agree upon the selection of the arbitrator or shall jointly request the State of California Mediation and Conciliation Service to provide a list of seven (7) persons qualified to act as arbitrators. Any costs associated with the mutually agreed upon joint request for a list of persons qualified to act as arbitrators from the State of California Mediation and Conciliation Service shall be divided equally between the parties. The City will process the joint request after receiving the Union's share of the cost for obtaining the list.

* *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:

FOR THE UNION:

 5/30/18
Jennifer Schembri Date
Director of Employee Relations

 5/30/18
Sean Kaldor Date
President, IAFF