

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

HOUSEKEEPING

The City and Municipal Employees' Federation, AFSCME, Local 101 (MEF) agree that the following housekeeping items shall be incorporated into the MEF Memorandum of Agreement:

- Incorporate Gender Neutral Language wherever listed in the successor MOA
- Replace "1-1/2" with "1.5" wherever listed in the successor MOA
- Move the following language from Article 16 to Article 12:

"The City shall provide to all employees in the Community Service Officer class series, a bulletproof vest at no expense to the employee. The wearing of said vest shall be mandatory. All bulletproof vests shall be replaced before or at the expiration of the warranty period of the vest at the expense of the City."

**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:

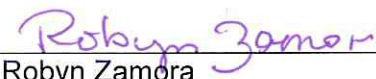


Jennifer Schembri 1/29/18
Director of Employee Relations Date




Elsa Cordova 1/29/18
Senior Executive Analyst, OER Date

FOR THE UNION:



Robyn Zamora 1-29-18
President Date
MEF, AFSCME, Local 101



Charles Allen 1-29-18
Business Agent Date
AFSCME, Local 101