

**2021 CITY OF SAN JOSE – AEA NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL – FOUR HOUR RULE

City Proposed Language:

8.5.3 Further details related to Executive Leave, including details related to the use of the four-hour rule, are contained in City Policy Manual Section 4.2.4, Executive Leave and Absence Policy.


**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 City Council.*

FOR THE CITY:

 6/28/2021

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

FOR THE UNION:

 6/28/2021

Matt Mason Date
Business Representative
IFPTE, Local 21