

2021 CITY OF SAN JOSE – AEA NEGOTIATIONS TENTATIVE AGREEMENT

CITY PROPOSAL – CITY PAID UNION RELEASE TIME CODE

City Proposed Language:

6.3 Release Time

6.3.1 Release time from regular City duties shall be provided to designated Union representatives in accordance with the following provisions.

6.3.2 Designated Union Representatives One designated Union Representative shall be eligible for release time from regular City duties to attend the following meetings:


- To attend Civil Service Commission meetings when matters affecting the Union are considered.
- To attend City Council meetings when matters affecting the Union are considered.
- To attend Federated Retirement Board meetings.
- To attend grievance meetings when used to facilitate settling of grievances.
- To attend Benefit Review Forum meetings.
- To attend City Labor Alliance meetings held with the City Manager or Employee Relations.
- To attend meetings scheduled by Administration when attendance is requested.
- To attend other meetings and trainings approved by the Employee Relations Manager, or designee.

6.3.3 City Paid Union Release Time: The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.

**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.*

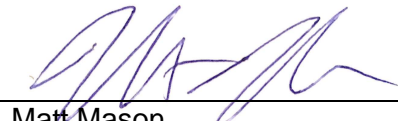
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TENTATIVE AGREEMENT**

FOR THE CITY:



Jennifer Schembri 6/28/2021
Director of Employee Relations Date
Director of Human Resources

FOR THE UNION:



Matt Mason 6/28/2021
Business Representative Date
IFPTE, Local 21