

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

---

**CITY PROPOSAL – ABSENT WITHOUT LEAVE**

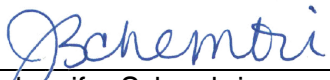
City Proposed Language:

8.9 Leaves of Absence

8.9.7 Any employee who is absent without notification to their Department Director, or other designated authority, for two (2) consecutive workdays, shall be considered a voluntary resignation, unless the failure to report is due to extenuating circumstances beyond the control of the employee. An employee will be considered to be absent without notification pursuant to this Section, if notification is not provided prior to the commencement of the second consecutive workday.

*\*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  
Director of Employee Relations  
Director of Human Resources

Date

**FOR THE UNION:**



6/28/2021

Matt Mason  
Business Representative  
IFPTE, Local 21

Date