

**Side Letter Agreement**

BETWEEN  
THE CITY OF SAN JOSE  
AND

THE ASSOCIATION OF ENGINEERS AND ARCHITECTS (AEA) IFPTE, Local 21  
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP), IFPTE, Local 21  
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP), IFPTE, Local 21

**FLEXIBLE WORKPLACE POLICY**

The City and IFPTE are committed to continuing discussions related to the City's Flexible Workplace Policy. The City will continue to follow the process and guidelines provided in City Policy Manual, Section 4.2.14, Flexible Workplace Policy.

Additionally, the City will provide advance notice of any changes to the Flexible Workplace Policy that are subject to the meet and confer process, no later than August 1, 2021.


This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by IFPTE and approved by the City Council.

**FOR THE CITY:**

  
\_\_\_\_\_  
Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

6/28/2021  
Date

**FOR THE UNIONS:**

  
\_\_\_\_\_  
Matt Mason  
Business Representative  
IFPTE, Local 21

6/28/2021  
Date