



March 21, 2022

Sender's Email: john.tucker@ca.afscme57.org

Sent Via Email

Jennifer Schembri
Director of Human Resources
Director of City Manager's Office of Employee Relations
200 E. Santa Clara Street
San José, CA 95113-1905

Re: AFSCME-MEF and IFPTE *Economic Reopener Negotiations*

Ms. Schembri,

As you know, the Memoranda's of Agreement (MOA's) between the City of San Jose and the AFSCME and IFPTE bargaining units contain the following language:

"In the event that the City's most recent budget forecast of ongoing revenues and expenditures used for the development of the Base Budget for 2022-2023 shows that the City will have a total cumulative General Fund surplus for Fiscal Year 2022-2023, upon request by the union, this Agreement shall reopen on the subject of wages only, and the parties will meet and confer on the topic of wages for Fiscal Year 2022-2023, only."

On March 7th, 2022 the Mayor released his [March Budget Message](#) showing a cumulative General Fund surplus for the upcoming fiscal year (2022-2023). Pursuant the parties' agreements, we are hereby demanding to enter into economic reopener negotiations with the City of San Jose as soon as possible. Additionally, we are asking the City to bargain with the AFSCME-MEF bargaining unit and the three (3) IFPTE bargaining units collectively as a coalition. We believe this will be the best use of both City and Union(s) resources and best represent the aligned needs of our members.

To prepare for upcoming wage reopener negotiations, IFPTE and AFSCME-MEF are requesting the following information and we're asking that the information be provided within 10 days where possible:

- 1) The cost of a (pensionable) 1% wage increase for all Local 21 represented bargaining units, including the following detail:
 - a. Total base salary increase cost
 - b. Total fringe cost due to pension and other salary driven payroll costs



2) The cost of a (pensionable) 1% wage increase for all AFSCME-MEF represented employees, including the following detail:

- a. Total base salary increase cost
- b. Total fringe cost due to pension and other salary driven payroll costs

If you have any questions regarding these requests, please do not hesitate to contact us. Please provide all requested documents within 10 days of receipt. If items cannot be provided within 10 days, please let us know which items will require more time and when the union can expect to receive these items.

Sincerely,

John Tucker – AFSCME Local 101

Elizabeth Kamyra – IFPTE Local 21

C:

AFSCME-MEF Local 101 Bargaining Team
IFPTE Local 21 Bargaining Team
Jennifer Maguire – San Jose City Manager

Encl: