

[REDACTED]

From: Cordova, Elsa
Sent: Friday, March 10, 2023 4:17 PM
To: Tucker, John <[REDACTED]>
Cc: Schembri, Jennifer <[REDACTED]>; Harlin, Cindy <[REDACTED]>; Ignacio, Rikki <[REDACTED]>
Subject: RE: Discontinuance of the Voluntary Furlough Program Effective FY 2023-2024

Hi John–

Please see attached.

Thank you,
Elsa

elsa cordova | assistant to the city manager
office of employee relations | city of san jose
200 east santa clara street, san jose, ca 95113
[REDACTED] | main: (408) 535-8150 | fax: (408) 292-6436
www.sanjoseca.gov

From: Cordova, Elsa [REDACTED]
Sent: Monday, March 6, 2023 4:12 PM
To: Tucker, John [REDACTED]
Cc: Harlin, Cindy [REDACTED]; Schembri, Jennifer [REDACTED]; Ignacio, Rikki [REDACTED]
Subject: RE: Discontinuance of the Voluntary Furlough Program Effective FY 2023-2024

Hi John,

We are in receipt of your email below and will provide a response shortly.

Thank you,
Elsa

From: John Tucker [REDACTED]
Sent: Monday, March 6, 2023 10:33 AM
To: Cordova, Elsa [REDACTED]; Chaffee, Terra [REDACTED]; Crusco, Frank [REDACTED]

[REDACTED]; Daniel Romero [REDACTED]; Elizabeth Kamyra [REDACTED];
Harlin, Cindy [REDACTED]; Jennings, Julie [REDACTED]; Jeremy Cabaccang [REDACTED];
[REDACTED]; Lapustea, Florin [REDACTED]; Perez, Jesse [REDACTED];
Reed, Mary [REDACTED]; Rovetto, Nicholas [REDACTED]; SJPDA [REDACTED];
Cc: Schembri, Jennifer [REDACTED]; Suggs, Allison [REDACTED]; Ignacio, Rikki [REDACTED];
Subject: RE: Discontinuance of the Voluntary Furlough Program Effective FY 2023-2024

[External Email]

Hello,

MEF-AFSCME would like to request the following information relating to the proposed ending of the voluntary furlough program.

Please provide the Union with:

- the total number of employees who have participated in the program in the last three (3) years, demarcated by each year,
- their classification and bargaining unit,
- which department they were in at the time of the furlough,
- the dates of their furlough,
- and the amount of salary savings for the City for each of those three years as a result of the voluntary furlough.

Please let me know if you have any questions about the request. Thank you.

From: Cordova, Elsa [REDACTED]
Sent: Thursday, March 2, 2023 4:55 PM
To: Chaffee, Terra [REDACTED]; Crusco, Frank [REDACTED]; Daniel Romero [REDACTED];
[REDACTED]; Elizabeth Kamyra [REDACTED]; Harlin, Cindy [REDACTED];
Jennings, Julie [REDACTED]; Jeremy Cabaccang [REDACTED]; Lapustea, Florin [REDACTED];
[REDACTED]; Perez, Jesse [REDACTED]; Reed, Mary [REDACTED];
Rovetto, Nicholas [REDACTED]; SJPDA [REDACTED]; John Tucker [REDACTED];
Cc: Schembri, Jennifer [REDACTED]; Suggs, Allison [REDACTED]; Ignacio, Rikki [REDACTED];
Subject: Discontinuance of the Voluntary Furlough Program Effective FY 2023-2024

Hello,

Effective July 1, 2023, the City will be discontinuing the Voluntary Furlough Program. This decision is based on an analysis of the savings being generated from the utilization of the program in comparison to the administrative work that the program demands, the operational needs of the City to have employees available to deliver services for the community particularly given the current vacancies that the City is working to fill, and given that the City offers work schedule flexibility and generous time off benefits, which will continue to provide employees with the ability to request to take time off work as needed. As you may have seen, the discontinuance of the program is noted in the [2024- 2028 Five-Year Forecast](#).

Employees who applied and received approval to take voluntary unpaid furlough time off during the current Fiscal Year 2022-2023, may use their voluntary unpaid furlough time off up to June 24, 2023, subject to departmental approval. Further, employees will still be able to apply for a Temporary Reduced Work Week Schedule under City Administrative Policy Manual, [Section 4.2.12](#).

Please let me know if you have any questions.

Thanks,

Elsa

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office of employee relations | city of san jose
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