

2023 CITY OF SAN JOSÉ – MEF NEGOTIATIONS  
TENTATIVE AGREEMENT

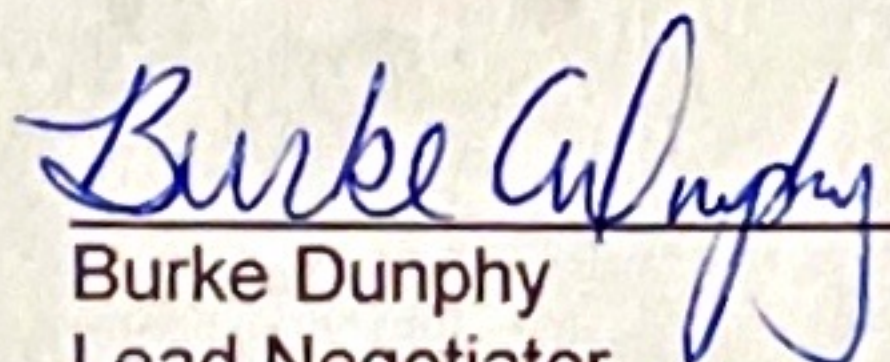
MEF PROPOSAL TO CITY – NEW EMPLOYEE ORIENTATION

MEF Proposed Language:

- 6.8 New Employee Orientation. The City shall provide designated MEF representative(s) reasonable access to new employees during the new employee orientations for full-time and part-time employees, which will be held in person where possible, to provide information on MEF. Attendance at any presentations by MEF shall be voluntary on the part of the new employee. The Human Resources Department shall work out arrangements with designated MEF representatives.

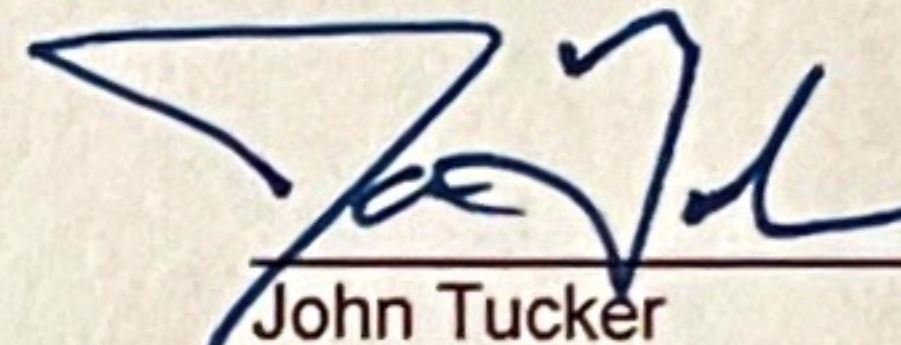
*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by City Council.*

FOR THE CITY:

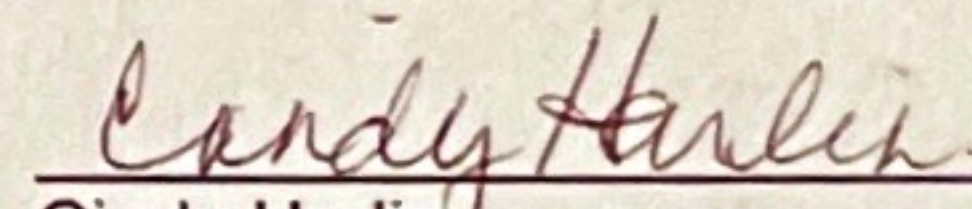
  
Burke Dunphy  
Lead Negotiator  
City of San José

3/30/23  
Date

FOR THE UNION:

  
John Tucker  
Business Representative  
AFSCME, Local 101

3/29/23  
Date

  
Cindy Harlin  
President  
MEF, AFSCME, Local 101

3/29/23  
Date