

2023 CITY OF SAN JOSÉ – MEF NEGOTIATIONS
TENTATIVE AGREEMENT

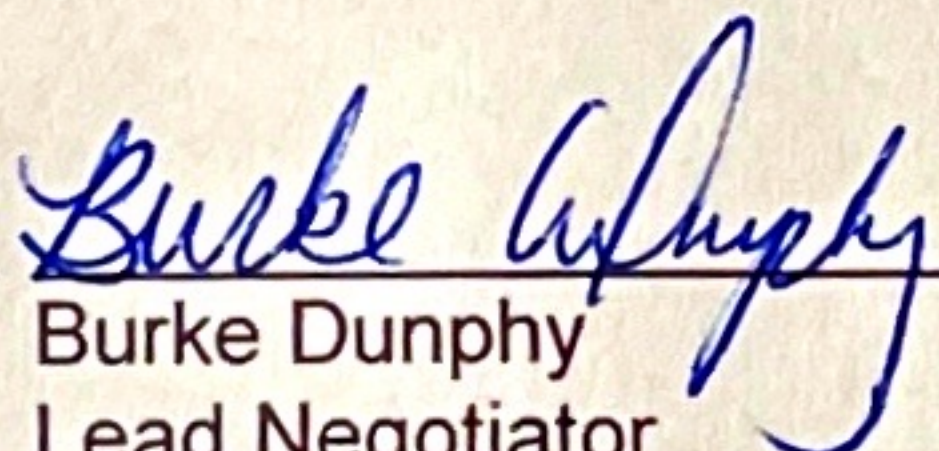
MEF PROPOSAL TO CITY – RELEASE TIME FOR STEWARD TRAINING

MEF Proposed Language:

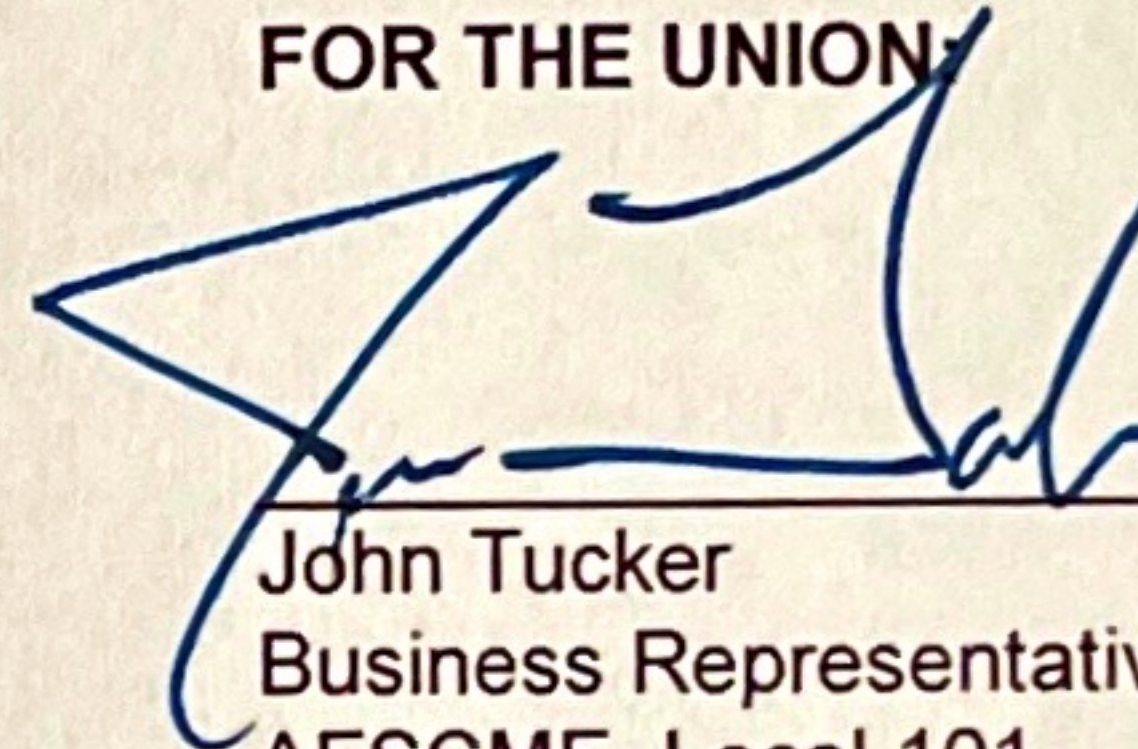
6.2.5 Release Time For Steward Training. ~~The Chief Steward and Department Stewards shall be granted a maximum of eight (8) sixteen (16) hours paid release time during each calendar year to participate in training sessions related to the provisions of this agreement, jointly conducted by Union and City representatives according to an outline of such training activities to be submitted by the Union to Employee Relations for approval a minimum of 21 calendar days prior to the training session. In addition, each calendar year, newly appointed Stewards shall be granted an additional eight (8) hours paid release time to participate in basic training sessions conducted by Union and City representatives. If no jointly conducted trainings are offered in a particular calendar year, the Union may elect to rollover the allotted release time hours to the following year allowing up to sixteen (16) hours of paid release time for participation in training sessions.~~

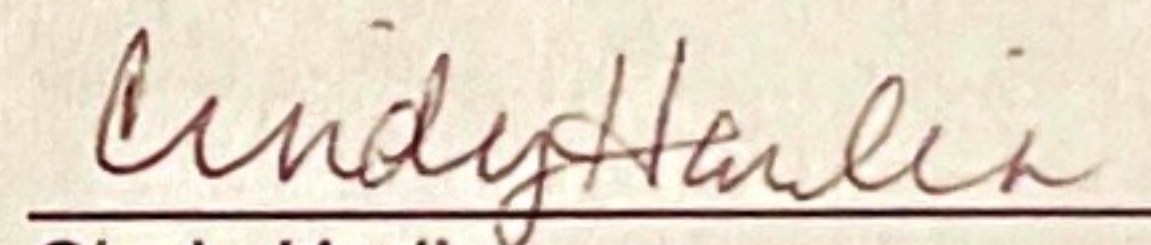
**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reach and both ratified by union members and approved by City Council.*

FOR THE CITY:

 3/30/23
Burke Dunphy Date
Lead Negotiator
City of San José

FOR THE UNION:

 3/29/23
John Tucker Date
Business Representative
AFSCME, Local 101

 3/29/23
Cindy Harlin Date
President
MEF, AFSCME, Local 101