SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

Classification Specifications

The City of San Jose (City) and the Municipal Employees' Federation (MEF) agree that during the term of the successor memorandum of agreement (MOA), the City may initiate updates to classification specifications as necessary for the purpose of addressing racial equity issues and recruitment and retention issues. The City shall provide notice of such proposed changes and an opportunity to meet and confer over them to MEF prior to implementation. The parties agree that such review and agreement on any updates will be considered a separate issue from salary issues that may be raised. The union agrees to give feedback to the City on any changes to classification specifications within 14 calendar days upon receiving notice from the City.

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 the union and approved by the City Council.

FOR THE CITY:		FOR THE UNION:	
Burke Dunphy Lead Negotiator City of San José	Date	John Tucker Business Agent AFSCME, Local 101	Date
		Cindy Harlin President, MEF	Date