

**2023 CITY OF SAN JOSE – ABMEI NEGOTIATIONS  
TENTATIVE AGREEMENT**

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**CITY PROPOSAL TO ABMEI – HOUSEKEEPING FOR SICK LEAVE**

City Proposed Language:

**ARTICLE 18 SICK LEAVE**

18.1.3 Up to forty-eight (48) hours of accrued sick leave per calendar year may be utilized if the employee is required to be absent for the care related to the illness or injury of the employee’s grandparent, grandchild, brother, sister, father-in-law, mother-in-law, step-father, step-mother, step-child, or designated person as defined in the City Policy Manual 4.2.1 Leaves of Absence Policy.


The provisions of this section related to the use of sick leave for the care related to the illness or injury of the employee’s family members as defined above shall expire at the end of the term of this Agreement. In the negotiations for a successor Agreement, the parties shall review and evaluate the appropriateness of this benefit.

*\*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:**

 4/5/23  
Date  
Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

**FOR THE UNION:**

 4/5/23  
Date  
Mary Reed  
President  
ABMEI

 4/5/23  
Date  
Shawn Moresco  
ABMEI