

Proposal made by IFPTE Local 21 to the City of San Jose
The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union(s) reserves the right to amend, withdraw or add to this proposal.
Submitted on: 04/05/2023

UNION PROPOSAL #11

ARTICLE 8 LEAVES 8.1

8.1.3 Each full-time employee who is required to work on any City holiday specified in section 8.1.1 shall receive the salary they would be entitled to for that day at their regular rate of pay, and in addition shall receive **either** compensatory time off **or overtime** equal to 1.5 the number of hours which the employee works on said holiday.