

Proposal made by MEF - AFSCME Local 101 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: 04/11/2023 @ \_\_\_\_\_

## **ARTICLE 25 EMPLOYEE COMMUTE ~~BENEFIT PROGRAM~~ ASSISTANCE PROGRAMS**

### 25.1 Santa Clara Valley Transit Authority ("VTA") SmartPass Program

25.1.1 Full-time and part-time employees shall be eligible to participate in the Santa Clara Valley Transit Authority ("VTA") SmartPass Program. Seasonal workers and Airport employees are not eligible to participate in the VTA SmartPass Program; the Airport provides its own separate employee commute program.

25.1.2 Participation in the VTA SmartPass Program through the Santa Clara Valley Transit Authority ("VTA") will be available to eligible employees, subject to the terms of the VTA SmartPass Program, as defined in Article 25.1.1.

25.1.3 The City agrees to pay for all fees related to the issuance of the VTA SmartPass, as well as any administrative or maintenance fees related to the VTA SmartPass Program.

25.1.4 It is understood by participating employees that the VTA SmartPass Program may not cover the entire cost of their commute. Some modes of public transportation may not be eligible to be used with the VTA SmartPass as defined by the Santa Clara Valley Transit Authority ("VTA"), and may therefore require additional funds paid for by the employee.

### 25.2 The Employee Commute Benefit Program shall be as follows:

25.2.1 Full-time, and part-time employees ~~who worked an average of twenty (20) or more hours per week within the previous calendar month,~~ shall be eligible to participate in the Employee Commute Benefit Program. Seasonal workers and Airport employees are not eligible to participate in the Employee Commute Benefit Program; the Airport provides its own separate employee commute program.

~~2625.2.2~~ 2.2 Participation in an Employee Commute Benefit Program through the Santa Clara Valley Transit Authority ("VTA") will be available to eligible employees, subject to the terms of the Employee Commute Benefit Program, as defined in Article ~~2625.2.1~~.

~~2625.2.3~~ 2.3 Pursuant to the Employee Commute Benefit Program, eligible employees shall be allowed to use pre-tax dollars ("Pre-Tax Payroll Deduction Program") to pay for transit service beyond those provided by VTA. The administrative fees of the Pre-Tax Payroll Deduction Program will be paid for by the City. The Pre-Tax Payroll Deduction Program shall enable employees to use pre-tax dollars to pay for non-VTA transit services, which may include, but are not limited to, Caltrain, the Hwy 17 Express Bus, and BART.

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