



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:

04/12/2023

City-Paid Parental Leave:

For eligible births, adoptions, or foster care placements that occur during the term of the agreement and dating back to January 1, 2023, full-time employees will receive a maximum total of three hundred and twenty (320) hours of continuous paid time off and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for continuous or intermittent City-Paid Parental Leave reasons.

An employee shall only be eligible for one instance of City-Paid Parental Leave per unique birth, adoption, or foster care placement, regardless of whether a twelve (12) month rolling period would cross multiple payroll calendar years.

Example: An employee experiences a birth, adoption, or foster care placement on September 23, 2023. The employee will be eligible for a maximum total of three hundred and twenty (320) hours of continuous paid time off and will be eligible to use a maximum total of one hundred and twenty (120) hours of their accrued sick leave balances for continuous or intermittent leave. If the employee has used a portion or all of their City-Paid Parental Leave prior to the end of the Payroll Calendar Year 2023, the portion that was used shall not be refreshed and shall not be available for use in Payroll Calendar Year 2022, as the employee is eligible for a maximum total of three hundred and twenty (320) hours of continuous paid time off per unique birth, and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for continuous or intermittent City-Paid Parental Leave reasons per unique birth.

In situations of one birth with multiple children (e.g., twins) or where multiple children are adopted or are placed in the foster care of an employee at the same time, this shall be treated as one event.

An employee shall be eligible for a maximum of one instance of the three hundred and twenty (320) hours of continuous City-Paid Parental Leave per payroll calendar year.