

**2023 CITY OF SAN JOSÉ – AEA, AMSP, AND CAMP NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL TO AEA, AMSP, AND CAMP – SICK LEAVE


City Proposed Language:

ARTICLE 8 LEAVES

8.3.2 Accrued sick leave may be utilized if the employee is required to be absent from work on account of non-job related illness or injury; routine medical or dental appointments, or for the care related to the illness or injury of the employee’s child, mother, father, spouse or domestic partner registered with the Department of Human Resources. Up to 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, stepfather, stepmother, ~~or stepchild,~~ or designated person as defined in the City Policy Manual 4.2.1 Leaves of Absence Policy.


**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:

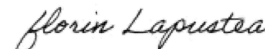


4/20/23
Date
Burke Dunphy
Lead Negotiator
City of San José


FOR THE UNION:



4/19/23
Date
Liz Kamya
Business Agent
IFPTE, Local 21



04-19-23
Date
Florin Lapustea
President
AEA, IFPTE, Local 21



04/19/23
Date
Jesse Perez
President
AMSP, IFPTE, Local 21



4/19/2023
Date
Julie Jennings
President
CAMP, IFPTE, Local 21