

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

**CITY COUNTERPROPOSAL TO AEA, AMSP, AND CAMP –
PROTECTIVE FOOTWEAR**


ARTICLE 14 PERSONAL PROTECTIVE EQUIPMENT

14.2 The City agrees to provide a voucher for the purchase of protective footwear, which may include sole inserts, for up to ~~\$200~~75 for employees in Fiscal Year 2023-2024 when it is determined by the Director of Human Resources or designee that protective footwear is required for the employee. In Fiscal Year 2024-2025, the voucher shall be up to \$300, and in Fiscal Year 2025-2026, the voucher shall be up to \$325. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection-Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. The City will replace the employee's safety shoes if they are damaged beyond use due to a workplace incident. An individual may select an approved style that is more expensive than the City maximum by paying the difference.

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**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:

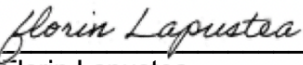


Date 5/26/23
Burke Dunphy
Lead Negotiator
City of San José

FOR THE UNION:



Date 5/31/23
Liz Kamy
Business Agent
IFPTE, Local 21



Date 5/31/23
Florin Lapustea
President
AEA, IFPTE, Local 21



Date 5/31/23
Jesse Perez
President
AMSP, IFPTE, Local 21



Date 5/31/2023
Julie Jennings
President
CAMP, IFPTE, Local 21