

2023 CITY OF SAN JOSÉ – MEF NEGOTIATIONS
TENTATIVE AGREEMENT

CITY COUNTERPROPOSAL TO MEF – PROTECTIVE FOOTWEAR

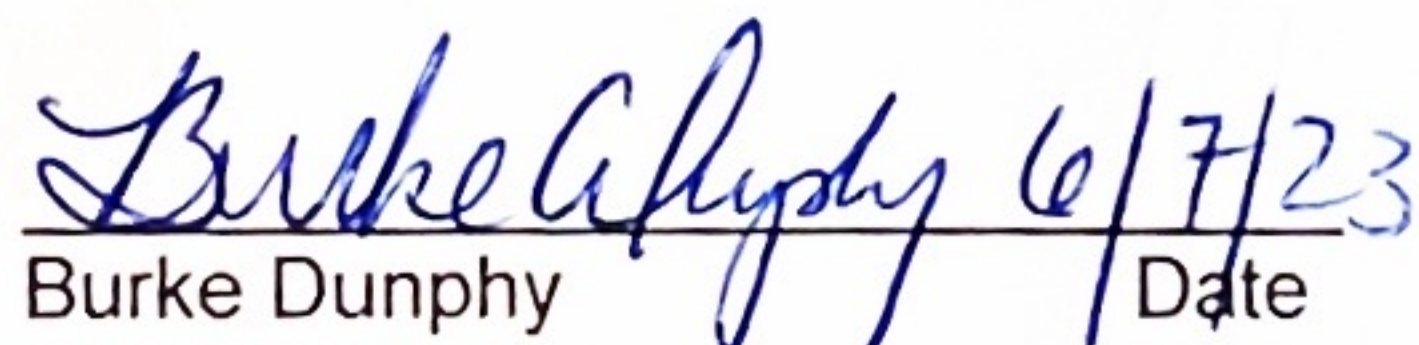
City Proposed Language:

WAGES AND SPECIAL PAY


12.11 Protective Footwear. The City agrees to provide a voucher for the purchase of protective footwear, which may include sole inserts, for up to ~~\$200-275~~ 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. Employees in classifications who are entitled to receive a uniform allowance as provided in Article 12.10 above are not eligible to receive a voucher for protective footwear under this provision.


**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:


Burke Dunphy
Lead Negotiator
City of San José

FOR THE UNION:


John Tucker
Business Representative
AFSCME, Local 101


Cindy Harlin
President
MEF, AFSCME, Local 101