



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:

05/10/2023

- **The Union will join the City at twelve (12) annual in-person recruitment events or “Hiring Pipeline Activities.”** including but not limited to San José State University Related Engagements like New Graduate Bootcamp, Business, Financial Services, and Logistics Job/Internship Fair, Veterans Day Celebration, African American Community Service Agency Career Fair, Work2Future Career Fair, Cristo Rey Jesuit High School Expo Event, or any others identified by the City to help recruitment and retention efforts and to give credibility to the City as a good employer.