



**MEF-AFSCME Local 101 (AFL-CIO)
Last, Best, & Final Offer to the City of San Jose
June 19th, 2023**

General Wage Increase spanning a three-year term: (As counter-proposed here on 6/19/23)
City staff are already significantly behind what many other regional public agencies are paying their staff. San Jose *must* take meaningful steps to provide wages that *genuinely* compete with similar agencies to address the staffing crisis and rebuild our essential public services, or communities will continue to erode.

Retroactive to July 1, 2023: 7.0% July 1, 2024: 6.0% July 1, 2025: 5.0%

Restoration of the 5% Non-Pensionable wage increase (As proposed on 4/19/23)
This practice is seriously harming recruitment & retention, and service delivery alike. The City's unfunded liability is rapidly eroding, and there's little reason to continue this practice that no other agency in California practices.

Retention Pay (As counter-proposed on 6/14/23)
Every day, City staff leave their employment in the City to provide public services elsewhere. The City spends tens of millions retraining new workers, only for the cycle to repeat. Our City staff – who have been here for five, ten, and more years – are our most precious resource.

Eight weeks of Paid Family Leave (As proposed on 4/19/23)
San Jose currently has an embarrassing paid family leave benefit of one week. It's wrong, discriminatory against women, anti-family, and out of touch with City values and what other regional public and private agencies provide.

The Union will join HR at twelve (12) in-person recruitment events or "Hiring Pipeline Activities" per year. (Proposed on 4/19/23)
If the Union and City reach an agreement that the Union is willing to recommend its members ratify, AFSCME is willing to endorse the City of San Jose as a premier employer in the South Bay by joining City Human Resources and recruitment staff at 12 in-person recruitment events especially ones that focus on recruiting marginalized communities and help the City address its ongoing racial equity issues.

Create five (5) Social Worker positions for SJPL (and other Departments) (As counter-proposed on 5/3/23)
Our libraries have become the front line for the changing needs of our communities. San Jose can achieve the dual goal of attracting library workers who want to focus on library programming while our new, top-tier Social Workers perform the vital work of performing casework for our community's most vulnerable populations.

Market Increases for grossly underpaid classifications and critically understaffed classifications (As Proposed 5/3/23)



Many job classifications within the City are in a critical state concerning their vacancy rates. In some cases, our community is in danger. Additionally, many classifications are grossly behind the market, putting them at risk of becoming severely vacant. In addition to the above general wage increases, the City needs to address certain classifications with a sense of urgency it hasn't shown to date.

[Redefine the “market” and update the list of agencies that San Jose compares itself against when determining wages](#) (As counter-proposed on 6/7/23)

The City needs to compare wages with agencies that it realistically competes with for attracting talent and establish metrics to measure which classifications are hard-to-fill and hard-to-keep. The current system of one or two people in the City making their judgments and reviewing classes “as needed” precipitates disaster. No other responsible agency in the region operates this way and has a subjective rather than objective approach to recruitment tracking.

[Reallocation appeal process](#) (As counter-proposed on 6/14/23) MEF's current proposal is in response to the city's proposal and does two things: 1) Language is added to the City's proposal, which provides the guidelines used in evaluating a worker's request for reallocation rather than the generic “extenuating circumstances” as proposed by the city. We also propose a desk audit and supportive evidence be included in the evaluation; and 2) Allowing the worker the ability to appeal the denial of their request to the Civil Service Commission or a mediator which incorporates the current San Jose Municipal Code 3.04.560.

[Bilingual Pay](#) (As counter proposed on 5/31/23) The City of San Jose is blessed to have an amazing tapestry of people who make up our communities. The City should be working hard to attract and retain workers who can bridge that divide for our under-served communities. MEF proposes bi-lingual pay for each language a worker is certified in. MEF opposes any added language that allows the unilateral removal of bilingual pay without a worker's right to appeal

[Guarantee of pay for reporting to work and split shift pay](#) (Proposed 5/31/23)

[Uniform Allowance](#) (Counter-proposed on 6/7/23)

[Standby, remote work after-hours, and fatigue time](#) (As counter-proposed on 5/3/23)

[Change the Shift Differential to a percentage-based rate and raise the minimum amount](#) (Proposed on 3/29/23)

[Establish Fatigue Time](#) – Article 7.6.3 (Proposed on 3/29/23)

[Paid time off considered time worked when calculating overtime for employees mandated by the City to work overtime in a pay period](#) Article 7.3.4 (Proposed on 3/29/23)

[Voluntary Deductions to create additional PAC tier for Union members who wish to do so](#) Article 6.5.1.1

[Animal Health Technician Class Spec changes](#): (See link for updated Union counterproposal on 6/19/23)



City Proposals or Counterproposals the Union will *Accept*:

[Employee Lists](#) Article 6.9 (Counter proposed 4/12/23)

[Incorporate Side Letter – Shift Differential Hours](#) Article 12. X (Proposed 4/26/23)

[Bereavement Leave](#) – Article 10.5 (Counter proposed 4/12/23)

[Protective footwear:](#) (As proposed to Union in City Package C on 5/24/23)

[Meal Allowance:](#) (As proposed to Union in City Package C on 5/24/23)

[Apparel allowance:](#) As proposed to Union in City Package C proposal on 5/24/23)

[Add Legal Secretary III Classification](#) (As proposed to Union in City Package C on 5/24/23)

[Library committee](#) (As counter-proposed to the Union on 4/12/23)

[Cash in lieu of healthcare](#) (As counter-proposed to the Union on 6/14/23)

[Library Holiday Leave and schedule](#) (As counter-proposed to the Union on 6/14/2023)

[Metrics for Classification Reviews](#) (As counter-proposed to the Union on 6/14/23)

[Union Release time](#) (As counter-proposed to the Union on 6/14/23)

[5% Training Pay for Animal Service Officers:](#) (As counter-proposed by the City on 6/14/23)

[City Healthcare Program – Side Letter Inclusion – No Change in Practice](#) Article 13 (Proposed to Union on 4/5/23)

Union Counter Proposal

LUNAR NEW YEAR

Lunar New Year shall be observed in accordance with the State of California’s holiday schedule and ~~New Year’s Eve~~ ~~President’s~~ Day shall no longer be a City-observed holiday. The following changes will also be implemented at the time the holiday change is implemented:

The Union is in agreement with the remainder of the Lunar New Year and Personal Leave [proposal made by the City to the Union on 6/14/23 on page 27](#)

All remaining proposals made by the City to the Union in its “Last, Best, and Final Offer” not referenced in this document are rejected by MEF-AFSCME Local 101.



Existing Tentative Agreements (TAs)

[Community Service Officer Duties](#) (TA on 4/21/23)

[Holiday in Lieu for Public Safety Radio Dispatchers](#) (TA on 4/21/23)

[Housekeeping](#) – Sick Leave (TA on 4/21/23)

[Employee Assistance Program \(EAP\) for Part-time unbenefited employees](#) (TA on 4/21/23)

[Bargaining Unit Representatives at the Bargaining Table](#) (TA on 4/21/23)

[Public Safety Radio Dispatchers Training Pay](#) (TA on 4/21/23)

[Airport Ops Specialist series & Animal Services Officer Series Shifts](#) (TA on 3/30/23)

[HCL Lists provided to Union](#) (TA on 3/30/23)

[New Employee Orientation in Person](#) (TA on 3/30/23)

[Release Time for Union Stewards](#) (3/30/23)