



## 2023 Ratification Summary for Members

A full copy of all proposed language changes in red-lined format can be found here  
<https://www.sanjoseca.gov/home/showpublisheddocument/104305>.

RSVP for a voting time and location here:  
[https://docs.google.com/forms/d/e/1FAIpQLSce2KfnPUUUgoWi3p9p0SKaqTpM9X6a\\_rrlbMeY9xyl8259ZQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSce2KfnPUUUgoWi3p9p0SKaqTpM9X6a_rrlbMeY9xyl8259ZQ/viewform)

Only Union members are eligible to vote: You can join Local 101 here:  
[https://afscmecouncil57.na1.echosign.com/public/esignWidget?wid=CBFCIBAA3AAABLbqZhDzABa\\_OkEmJkLLPdIVdagkpWajfa9cKMq9v3ANDy544cvCICH9d34eJKsFjQw8Fw\\*](https://afscmecouncil57.na1.echosign.com/public/esignWidget?wid=CBFCIBAA3AAABLbqZhDzABa_OkEmJkLLPdIVdagkpWajfa9cKMq9v3ANDy544cvCICH9d34eJKsFjQw8Fw*)

#	Topic	Changes												
1	TERM	Three (3) year agreement. July 1, 2023, through June 30, 2026												
2	WAGES	<p>Year 1: Upon ratification (mid-September) = <b>6%</b>            July 1, 2024, = <b>4%</b> and on January 1, 2025, = <b>1%</b>            July 1, 2025, = <b>3.5%</b> (if the City projects a \$10 million surplus for that year, the increase automatically becomes a <b>4%</b>)</p> <p>5% NON-PENSIONABLE INCREASE FROM 2018 CONTINUES ON UNCHANGED.</p>												
3	CASH BONUS IN LEIU OF RETROACTIVITY	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Benefit Level</th> <th style="text-align: center;">Amount of One-Time Non-Pensionable Lump Sum Payment</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">35.00+ Hour Benefit Level</td> <td style="text-align: center;">\$1,200.00</td> </tr> <tr> <td style="text-align: center;">30.00 – 34.00 Hour Benefit Level</td> <td style="text-align: center;">\$900.00</td> </tr> <tr> <td style="text-align: center;">25.00 – 29.00 Hour Benefit Level</td> <td style="text-align: center;">\$750.00</td> </tr> <tr> <td style="text-align: center;">20.00 – 24.00 Hour Benefit Level</td> <td style="text-align: center;">\$600.00</td> </tr> <tr> <td style="text-align: center;">Part-Time Unbenefited Employees</td> <td style="text-align: center;">\$300.00</td> </tr> </tbody> </table> <p>To receive this lump sum payment as a benefited employee, the employee (1) must have been employed by the City on June 25, 2023, and (2) must be employed as of the date the payment is made. To receive this lump sum payment as a part-time unbenefited employee, the employee (1) must have been employed by the City on June 25, 2023, (2) must have worked at least 100 hours of regular time between June 25, 2023, and September 2, 2023, and (3) must be employed as of the date the payment is made. This payment shall be made during the second full pay period following Council approval in open session.</p>	Benefit Level	Amount of One-Time Non-Pensionable Lump Sum Payment	35.00+ Hour Benefit Level	\$1,200.00	30.00 – 34.00 Hour Benefit Level	\$900.00	25.00 – 29.00 Hour Benefit Level	\$750.00	20.00 – 24.00 Hour Benefit Level	\$600.00	Part-Time Unbenefited Employees	\$300.00
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4	PAID PARENTAL LEAVE	<p>A Paid Parental Leave (PPL) program</p> <ul style="list-style-type: none"> <li>• <b>320 hours (8 WEEKS)</b> of City Paid Family (Parental) Leave.</li> <li>• Plus 120 hours use of other employee PTO eligible for use for a total of eleven (11) weeks.</li> </ul> <p>For eligible births, adoptions, or foster care placements that occur on or after January 1, 2023, full-time employees will receive a maximum total of three hundred and twenty (320) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for City-Paid Parental Leave reasons.</p>												



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		<p>For the period of January 1, 2023, through the effective date of this agreement, no retroactive timecard adjustments will be allowable and any additional City-paid parental leave hours as provided for herein may only be used on a prospective basis.</p> <p>City-Paid Parental Leave and the use of available sick leave balances for City-Paid Parental Leave reasons must be used and completed no later than 12 months from the birth or placement of a child.</p>
5	HOLIDAY	<p>ADD: Lunar New Year Holiday as City Observed Holiday          REMOVE: New Year's Eve as City Observed Holiday          ADD: 8 hours of additional Personal Leave in recognition of losing the NYE holiday</p>
6	SHIFT DIFFERENTIAL	<p>Increased shift differential amounts for all AFSCME Represented employees.          From \$2.00 per hour to now <b>\$2.25</b> per hour for swing shifts          From \$2.35 per hour to now <b>\$2.50</b> per hour for Grave/night shifts</p>
7	SHIFT DIFFERENTIAL	<p>Shift Differential for Police and Fire Dispatchers and Sr. Airport Operations Specialists. <b>All</b> hours determined by the Department to coincide with a Swing or Grave shift shall be paid using the given shift differential.</p>
8	NEW COMPARATOR AGENCY LIST	<p>updating the list of cities and counties that San Jose uses to compare wages and benefits. We <b>removed Concord, Richmond, Antioch, and San Mateo and ADDED Mountain View and Milpitas</b>. This new list will be more advantageous for us and do more to help keep our wages competitive and help recruitment and retention.</p>
9	COMPENSATION STUDIES WITHIN SIX (6) MONTHS OF RETIFICATION. NOT NECESSARILY LIMITED TO JUST THIS LIST	<ul style="list-style-type: none"> <li>• Crime and Intelligence Analyst</li> <li>• Crime Prevention Specialist</li> <li>• Facility Attendant</li> <li>• Police Data Specialist I/II</li> <li>• Police Property Specialist I/II</li> <li>• Network Technician I/II/III</li> <li>• Zookeeper</li> </ul> <p>Environmental Services Specialist</p>
10	BILINGUAL PAY INCREASES	<ul style="list-style-type: none"> <li>• FT Increase to <b>\$60</b> per pay period</li> <li>• PT Increase to <b>\$50</b> per pay period</li> </ul> <p>PTUB Staff Increase to <b>.50 cents per hour</b>.</p>
11	CASH IN LEIU PAYMENTS FOR THOSE WAVING HEALTH INSURANCE	<ul style="list-style-type: none"> <li>• Increase the amount to <b>\$102</b> for employee tier</li> </ul>
12	FIRE DISPATCH CERTIFICATION PAY	<p>Fire Dispatch classifications who possess an Emergency Fire Dispatch (EFD) certification and an Emergency Medical Dispatch (EMD) certification shall be eligible to receive a <b>3.75%</b> non-pensionable premium pay effective upon ratification of this agreement.</p>
13	LIBRARY SECURITY ISSUES	<p>A proposal to get a written commitment from the City to negotiate any "return-to-work" plans so that our return to "normal" work in City facilities is as safe as possible.</p>
14	TRAINING PAY FOR ANIMAL SERVICE	<p>Animal Services Officers shall be eligible for an additional pay equal to approximately five percent (5%) of the employee's current rate of pay for each hour the employee is</p>



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	OFFICERS.	assigned and is actually engaged in one-on-one training of an Animal Services Officer trainee.
15	POSITION REALLOCATION REQUEST PROCESS	Ability to appeal “appeal” denials through the state mediation service with assistance from the Union.
16	INCREASES TO CHEMISTS, MICROBIOLOGISTS, AND BIOLOGISTS	See <a href="#">attached document</a>
17	EMPLOYEE ASSISTANCE PROGRAM (EAP) FOR PART-TIME UNBENEFITED STAFF	<u>Employee Assistance Program (EAP).</u> The City recognizes that professional counseling is an important benefit to assist employees in <del>resolving</del> <u>addressing</u> personal and family <del>problems</del> <u>issues</u> , which may <del>be adversely otherwise-affecting</del> the employee's job performance and well-being. Through the EAP, licensed counselors are available to help employees <del>resolve</del> <u>address</u> <del>issue</del> <u>problems</u> and identify strategies for coping with difficult situations. The City will provide an EAP <u>benefit plan</u> for full-time employees, <del>and</del> <u>and for part-time employees eligible for benefits under Section 7.8.2 of this Agreement, and for part-time unbenefited employees in MEF, and will continue such benefits at their current level during the term of this Agreement.</u> <del>Effective January 1, 2024, the City will provide each part-time unbenefited employee in MEF, up to five (5) visits per issue type per 12-month period.</del>
18	FIRE DISPATCH TRAINING PAY	<del>Communications-Public Safety Radio Dispatchers Training Pay. Public Safety Communication Specialists or Public Safety Radio Dispatchers shall be eligible for additional pay equal to approximately <u>seven and one-half percent (7.5%)</u> <del>five percent (5%)</del> of the employee's current rate of pay for each hour the employee is assigned and is actually engaged in one-on-one training of a Dispatcher trainee.</del>
19	PROTECTIVE FOOTWEAR	<u>Protective Footwear.</u> The City agrees to provide a voucher for the purchase of protective footwear, <u>which may include sole inserts</u> , for up to \$ <del>200-275</del> for employees <u>in Fiscal Year 2023-2024</u> when it is determined by the Director of Human Resources or designee that protective footwear is required for the employee. <u>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.</u> 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,
20	MEAL ALLOWANCE	<b>INCREASE TO \$15 (\$20 for Airport workers)</b>
21	APPAREL ALLOWANCE	<b>Increase to \$100</b>
22	ADDITIONAL CONTRACT ITEMS	<a href="#">Community Service Officer Duties</a> (TA on 4/21/23) <a href="#">Holiday in Lieu for Public Safety Radio Dispatchers</a> (TA on 4/21/23) <a href="#">Housekeeping</a> – Sick Leave (TA on 4/21/23)



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	<p><a href="#">Bargaining Unit Representatives at the Bargaining Table</a> (TA on 4/21/23)</p> <p><a href="#">Airport Ops Specialist series &amp; Animal Services Officer Series Shifts</a> (TA on 3/30/23)</p> <p><a href="#">HCL Lists provided to Union</a> (TA on 3/30/23)</p> <p><a href="#">New Employee Orientation in Person</a> (TA on 3/30/23)</p> <p><a href="#">Release Time for Union Stewards</a> (3/30/23)</p> <p><a href="#">Employee Lists</a> Article 6.9 (Counter proposed 4/12/23)</p> <p><a href="#">Incorporate Side Letter – Shift Differential Hours</a> Article 12. X (Proposed 4/26/23)</p> <p><a href="#">Bereavement Leave</a> – Article 10.5 (Counter proposed 4/12/23)</p> <p><a href="#">Add Legal Secretary III Classification</a> (As proposed to Union in City Package C on 5/24/23)</p>
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If you have any questions, please reach out to an MEF Officer, Steward or Bargaining Team member, which you can find listed on [mef101.org](http://mef101.org)