

What We're Fighting For

In the City of San Jose, over 1,000 job positions are unfilled, forcing us to do more with less. When understaffing is this bad, complete and timely services can't be provided. The demand for public services continues to climb while more co-workers leave for better pay, and more experienced members of our workforce retire each year. The City must keep up with staffing needs. Investing in our public services means investing in our future.

The City is not acknowledging the extent of our vacancy crises and is not offering proposals that fundamentally address it. It's going to take engagement in order for us to make a change. With that goal in mind, the coalition of City Unions have made the following main proposals.

1. Fair Wages

In order to make our wages equitable with other public agencies in the South Bay, we proposed a contract with a 7%, 6%, and 5% general wage increase over 3-years.



2. Restore the 5% non-pensionable to improve retention.

The City needs to make our retirement benefits comparable to other California agencies.

3. Increase Paid Family Leave

We are proposing to increase Paid Family Leave from one week to eight weeks. Parents with newborns deserve more from the City!



4. Classification Equity Studies

Many of our salaries have fallen behind other agencies in the South Bay, some classifications by as much as 20%. The City urgently needs to conduct equity studies to catch people up to speed.

Are you tired of colleagues leaving for better pay and less work elsewhere? Do you want to see your pay not fall further behind the region? The future of our organization, and its ability to serve the residents of San Jose, depends on you. If we want to fundamentally address the hiring and retention crises, we as city workers need to step up and make our voices heard.

Union contract fights from years past tell the same story. That when people sign petitions, show up to rallies, engage members of the public, and take greater actions, we win good contracts. When we don't do these things, we get what the employer says we get. There is too much at stake this time. We have to act. City leadership MUST see and hear us. The time is now.