



Our San Jose Tentative Agreement

As a result of our credible strike threat, our bargaining team reached a historic Tentative Agreement (TA) with the City on August 15. The contract would last from July 1, 2023 to June 30, 2026. **Your bargaining team unanimously recommends a YES vote on the TA.** Below are highlights of the wins that will help recruit and retain staff to make our public services strong.

Read the full TA Summary and RSVP to vote at: www.StaffUpSanJose.org/tavote



Historic Wage Increases

Across the board wage increase of **14.5-15%** over three years:

6% Effective July 1, 2023

4% effective July 1, 2024

1% effective January 1, 2025

3.5 to 4% Effective July 1, 2025*

**3.5% is guaranteed, and an additional half percent will be automatically applied if the City shows a 10-million-dollar surplus in the May 2025 forecast, which is something that has been reflected in the last several forecasts.*



8 Weeks Paid Family Leave (PFL)

An additional one-hundred and twenty (120) hours of employees' available sick leave can be used for PFL purposes. This will also be "retroactive to January 1, 2023" meaning new parents who already took PFL this year will now have an additional seven weeks of city-paid time to use.



Professional Development Program

Increased Professional Development Program (PDP) to \$2,500.

\$1,000 of the PDP can be used for professional materials.

STAFF SAN JOSE



Vacation Sell Back

Increased vacation sell back to 70 hours for all units.



Increased Bilingual Pay

Additional \$20 per biweekly pay period and \$0.50 per hour for unbenefitted employees.



Shift Differentials

Increased the shift differential for AMSP and won a shift differential for the Manager On Duty at the Airport.



Increased Protective Footwear Voucher

Voucher increased from \$200 to \$275 and will increase \$25 each additional year of the Tentative Agreement. Can now be used on sole inserts.



Emergency Center Operations Activations

Employees shall not be activated for Emergency Operations Center shifts of 12+ hours for more than four consecutive days, after which they shall receive a minimum of 36 consecutive hours off.



Definition of the Market for Wage Studies

Improved the definition of Market for our comparator employers when the City does wage studies.



One-Time Lump Sum Non-Pensionable Payment

In lieu of retroactivity, all employees shall receive a one-time, non-pensionable lump sum payment based on their benefit level:

35.00+ Hour: \$1,770.00

30.00 – 34.00 Hour: \$1,326.00

25.00 – 29.00 Hour: \$1,110.00

20.00 – 24.00 Hour: \$885.00

Part-Time Unbenefitted: \$442.50

Comparable classifications in cities and counties in Santa Clara, San Mateo, Contra Costa, San Francisco, and Alameda Counties serving populations of 100,000 or more will be used to compare against City classifications.



Increased Leave Time

Each full-time employee shall be entitled to an additional eight hours of personal or executive leave hours.



Your bargaining team unanimously recommends a YES vote!

Voting will begin on August 22 and end on August 24.

Scan here to read the full summary and RSVP to vote.

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