



SAN JOSE FIRST



WHAT WE'RE FIGHTING FOR

San Jose is the 3rd largest City in CA, yet we are the most thinly staffed city agency in the state and residents feel it every day. Our 2023 contract wins made real progress on hiring, but we are losing ground. Colleagues leave for nearby agencies with better pay and benefits faster than we can replace them. The result: we can't hire fast enough, and we can't keep the people we have.

The City's growing use of and reliance on AI, along with contracting out threatens to make that worse. **Every proposal that we have made across the bargaining table is focused on keeping good, experienced people here so that San Jose residents get the quality services they deserve.** That's why the Coalition of City Unions has put forward the following proposals.

FAIR WAGES

To bring our pay in line with other public agencies across the South Bay, we have proposed a 14% general wage increase over 3 years. The City's Last Best Final Offer is 3% / 3% / 3% over 3 years, for a total of 9%. That gap is one of the main reasons experienced staff keep walking out the door and why residents are left with fewer people to serve them.

RESTORE 2% OF OUR NON-PENSIONABLE PAY TO IMPROVE RETENTION

Currently, 5% of our pay does not contribute to our pension making our retirement less secure than workers at nearly every other agency in the region. Restoring even 2% of that is a meaningful step toward closing that gap and giving employees a reason to stay for the long haul. The City has rejected every proposal we've submitted on this item.

ETHICAL AI GUARDRAILS

The City must not use AI to displace workers or further erode our already thin staffing levels. We are demanding enforceable meet-and-confer obligations so that any use of AI in our workplaces is negotiated with us before it's deployed. Without those guardrails, AI becomes another tool to cut staffing and shift the burden of public services onto fewer and fewer people. The City has offered semi-regular meetings to discuss AI's impact. That's not enough. Our members and the public they serve deserve real protections.



WHAT WE'RE FIGHTING FOR (CONT.)

TELEWORK

After the City's return-to-office order mandating 4 days in-office in 2025, we demanded to negotiate. Changes to wages, hours, and working conditions must be negotiated by law. They refused then, and we filed a ULP charge for this illegal move.

At the bargaining table this year, we proposed restoring telework to 3 days per week. The City rejected our proposal. Flexible work is a proven retention tool, and our members deserve a seat at the table when decisions like this are made. Both our unions are going to a Public Employment Relations Board (PERB) Unfair Labor Practice (ULP) hearing this summer, but matters like this are best solved when an employer and its employees come to the table in good faith and get to a deal. We shouldn't have to litigate this issue with them. As we head to our hearings, we want to make clear that we are still open to negotiations on this item.

(IFPTE 21) GUARANTEED STEP INCREASES

Our current pay structure makes it hard to keep our most experienced employees, and experienced employees are what make quality public services possible. San Jose is the only agency in the region with an MPP program. Other agencies offer 4–5% annual step increases that permanently raise base pay, helping employees reach top step faster and giving them a reason to stay. Here, MPP awards are entirely at the City Manager's discretion. We proposed moving to a step program that builds permanent increases into base pay, while still preserving lump sum awards for strong ratings. It's a reasonable, balanced approach that rewards performance and keeps our best people here.

(MEF) CALLBACK AND FATIGUE TIME

Currently, workers are called back or work overtime in situations whereby when they come to work for their next shift they have already worked well beyond their regular working day. Our proposal allows workers to get well-needed rest so that they are not exhausted when they come into work. A healthy work force is something we believe the City should support and strive for and our proposal places importance on mental and physical health along with quality services, rather than simply increasing productivity.

THE TIME TO GET INVOLVED IS NOW!

When city workers actively participate in their union, we win good contracts. When we don't, we get what the employer offers. The future of this organization and its ability to serve San Jose residents depends on all of us!

*Tired of watching colleagues leave and services suffer as a result? Tired of falling further behind while the City asks you to do more with less? **Make your voice heard. City officials must see and hear us.***