C→U
4/24/15

CITY COUNTERPROPOSAL TO CEO – DISCIPLINARY ACTION

City Proposed Language:

ARTICLE 28 DISCIPLINARY ACTION

28.1 The City of San Jose discipline policy applies to both regular permanent (nonprobationary) full-time and regular permanent (non-probationary) part-time benefited employees and is described in the Discipline Policy, contained in the City Policy Manual. When the need for disciplinary action arises, disciplinary action will be taken commensurate with the seriousness of the offense. The levels of discipline include informal actions, which are oral counseling, documented oral counseling and written reprimand. Formal disciplinary actions are suspension, salary step reduction, demotion and dismissal.

28.1.1 Employees may submit a rebuttal to a Letter of Reprimand within thirty (30) days. The rebuttal will be kept in the employee's permanent personnel file.

Tentative Agreement:

Benembri
5/5/15

5-5-15

CEO PRESIDENT 05-05-15