

Proposal made by IFPTE Local 21 to the City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union reserves the right to amend, withdraw, or add to this proposal.

**Proposal #5**

Submitted on: 03/05/2026 @\_\_\_\_\_

**AMSP**

**ARTICLE 8.1 – HOLIDAYS**

**8.1.3** Each full-time employee who is required to work on any City holiday specified in section 8.1.1 shall receive the salary they would be entitled to for that day at their regular rate of pay, and in addition shall receive overtime pay or compensatory time off equal to 1.5 the number of hours which the employee works on said such holiday. Overtime shall be paid at two (2) times the hourly rate for the number of hours worked beyond twelve (12) consecutive hours. The City shall not unreasonably deny overtime pay or compensatory time.

**8.1.3.1** Said compensatory time off duty shall be credited to such employee in accordance with Section 10.4 of this Agreement; provided, however, that upon written request by the employee to the Department Director, or designee, within not more than 30 calendar days after the holiday when such compensatory time was earned, such employee shall receive and be given, in addition to their regular pay for such holiday and in lieu of such compensatory time off, such additional compensation as shall equal the number of hours of compensatory time credited to the employee multiplied by the employee's equivalent hourly rate.

**8.1.4** Any other day proclaimed or designated by the Council of the City of San Jose as a holiday for which full-time employees will be entitled to holiday leave. Should additional holidays be provided, or should an existing holiday be traded for a different holiday observance for other represented employees on a Citywide basis, such holidays shall apply to employees in this unit.

**8.1.5** Hours coded and compensated as Holiday Leave shall be considered time worked for the purposes of determining overtime eligibility, pursuant to Article 10.2.

~~8.1.6 The parties agree based on the current practice of employees at the Regional Wastewater Facility and Airport coding compensatory time off when a holiday falls on their regular day off that effective December 10, 2023,~~ For employees who work in 24/7 operations, such as the Regional Wastewater Facility and the Airport, the following will apply for coding compensatory time off when a holiday falls on their regular day off:

For employees on an alternate work schedule, if any said such holidays falls on a full-time employee's regular day off, during which the employee is not required to work, such employee shall be entitled to eight (8) hours of compensatory time off duty for full

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day holidays compensatory time off equal to the number of hours in the employee's regularly scheduled workday. Said compensatory time off duty shall be credited to such employees in accordance with Article 10, subsection 10.5, of the AMSP MOA; provided, however, that upon written request by the employee to the Department Director, or designee, within not more than 30 calendar days after the holiday when such compensatory time was earned, such employee shall receive, in addition to their regular pay for such holiday and in lieu of such compensatory time off, additional compensation equal to the number of hours of compensatory time credited to the employee multiplied by the employee's equivalent hourly rate.