

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 #9 

Submitted on: 03/05/2026 @_____

AMSP

ARTICLE 10.5 – OVERTIME

Hours assigned and worked in excess of forty (40) ~~actual~~ hours worked per week shall be compensated by overtime pay or compensatory time at 1.5 times the hourly rate for the number of overtime hours worked. Overtime shall be paid at two (2) times the hourly rate for the number of hours worked beyond twelve (12) consecutive hours. The employee shall request, and the City shall have the option to approve or not approve, overtime compensation in the form of overtime pay or compensatory time.

Sick time, holiday leave, vacation, personal leave, and comp time shall count towards total hours worked.