

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 #12

Submitted on: 03/011/2026 @_____

AEA, AMSP, CAMP

ARTICLE [NEW]: Voluntary Furlough Program

1. Eligibility

All regular full-time and part-time employees represented by Union shall be eligible to participate in the Voluntary Furlough Program.

2. Election and Approval

Participation in the program shall be strictly voluntary. Employees may request to take voluntary furlough leave, subject to approval by the appointing authority or designee based on operational needs. Approval shall not be unreasonably denied.

No employee shall be required or asked to participate in this program.

3. Maximum Hours

An employee may elect to take up to one hundred sixty (160) hours of voluntary furlough leave per calendar year. The City and Union may mutually agree to adjust this cap by mutual written agreement.

Voluntary furlough leave may be taken in increments of no less than one (1) hour for AMSP and no less than forty (40) hours for AEA and CAMP.

If the employee is unable to utilize their full elected amount by the end of the calendar year, the employee may rescind their previously committed hours.

4. Compensation

Employees shall not receive compensation for voluntary furlough hours taken.

5. Benefits and Service Credit

- a. Time taken under this program shall not constitute a break in service.
- b. Employees shall continue to receive City-paid health insurance benefits provided they remain in paid status for at least forty (40) hours in a pay period, or such minimum as required to maintain benefit eligibility under applicable benefit plans.
- c. Vacation and sick leave accruals shall continue consistent with existing MOA provisions governing unpaid leave of less than one full pay period.

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- d. Retirement benefits shall be administered consistent with applicable retirement system rules governing unpaid leave.

6. No Adverse Impact

Participation or non-participation in the Voluntary Furlough Program shall not be used in performance evaluations, promotional opportunities, discipline, or any other employment decision.