

2026 CITY OF SAN JOSE – AEA, AMSP, AND CAMP NEGOTIATIONS

CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #17 – DESIGNATED UNION REPRESENTATIVES

City Proposed Language:

AEA Units 041 and 042, AMSP, and CAMP MOAs

6.3 Release Time

6.3.1 Release time from regular City duties shall be provided to designated Union representatives in accordance with the following provisions.

6.3.2 Designated Union Representatives. The following designated Union Representatives shall be eligible for release time to attend meetings as listed in this Article.

6.3.2.1 In lieu of the release time afforded to the designated Union Representative(s) in Article 6.3.2, four (4) hours per week of paid union release time shall be allocated for the Union President.

The above shall not apply for any Union President if they are employed in critical positions within any department with continuous 24/7 operations. In such cases, the parties agree that the release time described above may be provided to another employee designated by the Union. Any request for the re-assignment of union release time as provided in this section must be made in writing. The release time described in this article must be coded as URT and may only be used for purposes described in Article 6 and the Employer-Employee Relations Resolution No. 39367.

6.3.2.24 ~~Union President~~ Designated Representative. ~~The Union President or one~~ (1) designated representative, except where noted below to allow for, up to two (2) designated representatives, shall be granted release time from regular City duties to attend the following meetings:

- To attend Civil Service Commission meetings when matters affecting the Union are considered.
- To attend City Council meetings when matters affecting the Union are considered.
- To attend Federated Retirement Board meetings.

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- To attend administrative grievance meetings when used to facilitate settling of administrative grievances.
- To attend Benefit Review Forum meetings (up to two (2) designated representatives.)
- To attend meetings scheduled by Administration when attendance is requested.
- To attend other meetings and trainings approved by the Director of Employee Relations, or designee.

~~6.3.2.2 — The designated representative may be the Union President or another designated representative for functions allowing for one (1) representative to attend, and may be the Union President and one (1) additional representative or two (2) designated representatives for meeting allowing for up to two (2) attendees.~~

6.3.3 City Paid Union Release Time: The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.

AEA Unit 043 MOA

6.3 Release Time

6.3.1 Release time from regular City duties shall be provided to designated Union representatives, excluding the Union President, in accordance with the following provisions.

6.3.2 Designated Union Representatives. One designated Union Representative shall be eligible for release time from regular City duties to attend the following meetings:

- To attend Civil Service Commission meetings when matters affecting the Union are considered.
- To attend City Council meetings when matters affecting the Union are considered.
- To attend Federated Retirement Board meetings.

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- To attend grievance meetings when used to facilitate settling of grievances.
- To attend Benefit Review Forum meetings.
- To attend City Labor Alliance meetings held with the City Manager or Employee Relations.
- To attend meetings scheduled by Administration when attendance is requested.
- To attend other meetings and trainings approved by the Employee Relations Manager, or designee.

6.3.3 City Paid Union Release Time: The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.