

2026 CITY OF SAN JOSE – AMSP NEGOTIATIONS

CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #12 – VOLUNTARY FURLOUGH PROGRAM

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP)

Voluntary Furlough Program

Effective as soon as practicable in Fiscal Year 2026-2027, the City agrees to provide a voluntary furlough program, which will be implemented as a Citywide policy, outside the scope of any memorandum of agreement, and not be subject to grievance provisions.

- Full-time, hourly City employees will be eligible to **voluntarily** take unpaid leave of up to **sixteen (16) hours** each payroll calendar year (voluntary furlough time off). Employees may code voluntary furlough time off in 4-hour increments.
- Use of voluntary furlough time off is subject to the advance approval of the Department Director or designee. Approvals shall be granted at such time or times as will not reduce the number of employees below that which is reasonably necessary for the efficient conduct of the public business of such department.
- Employees shall submit written requests to their immediate supervisor or designee for all voluntary furlough time off in advance and as early as practical.
- **Benefits-** City contributions for health, dental, and life insurance for employees will continue in the same amounts while employees are taking voluntary furlough time off.
- **Vacation & Sick Leave-** Vacation and sick leave will not accrue while employees take unpaid voluntary furlough time off.
- **Overtime-** Voluntary furlough time off does not count as time worked for the purposes of calculating overtime.
- **Retirement-** Retirement contributions are paid by employees and the City at the established rates as a percentage of base salary. Both the City and the employees participating in the Voluntary Furlough Program will continue to make contributions to the retirement system for all paid hours and all regular hours that employees would have worked but did not work as a result of participating in this program.

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- **Seniority-** Employees will continue to accrue seniority while taking furlough time off as though they were at work.
- **Timecard Reporting-** Furlough time off must be coded with a designated payroll code, which will be made available to employees upon program implementation.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council.

FOR THE CITY:

FOR THE UNION:

Aram Kouyoumdjian Date
Director of Employee Relations
Director of Human Resources
City of San José

Krista De La Torre Date
Business Agent
IFPTE, Local 21

Jesse Perez Date
President
AMSP, IFPTE, Local 21