

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.

Countered on: 04/02/2026 @ _____

CITY PROPOSAL #1 – HOUSEKEEPING – RECOGNITION

Union Proposed Language:

Units 041 and 042 MOA

ARTICLE 4 RECOGNITION

Pursuant to Resolution No. 39367 of the City Council of the City of San Jose and the provisions of applicable state law, the Association of Engineers and Architects/IFPTE Local 21, hereinafter referred to as the "Union" is recognized as the exclusive representative for the purpose of meeting and conferring on matters within the scope of representation for employees assigned to the classifications designated under the union code column as "041" or "042" in the City of San Jose Pay Plan listed in Exhibit I attached and incorporated by reference into this Agreement. ~~The classifications listed in Exhibit I and subsequent additions thereto or deletions therefrom shall constitute an appropriate unit.~~ The City shall provide the Union with no less than five (5) calendar days advance written notice prior to implementing any change to the City of San Jose Pay Plan that affects classifications represented by the Union, including but not limited to additions, deletions, title changes, reclassifications, or changes to salary range, job specifications or bargaining unit designation.

Unit 43 MOA

ARTICLE 4 RECOGNITION

Pursuant to Resolution No. 39367 of the City Council of the City of San Jose and the provisions of applicable state law, the Association of Engineers and Architects/IFPTE Local 21, hereinafter referred to as the "Union" is recognized as the exclusive representative for the purpose of meeting and conferring on matters within the scope of representation for employees assigned to the classifications designated under the union code column as "043" in the City of San Jose Pay Plan listed in Exhibit I attached and incorporated by reference into this Agreement. ~~The classifications listed in Exhibit I and subsequent additions thereto or deletions therefrom shall constitute an appropriate unit.~~ The City shall provide the Union with no less than five (5) calendar days advance written notice prior to implementing any change to the City of San Jose Pay Plan that affects classifications represented by the Union, including but not limited to additions, deletions, title changes, reclassifications, or changes to salary range, job specifications or bargaining unit designation.

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CAMP

ARTICLE 4 RECOGNITION

Pursuant to Resolution No. 39367 of the City Council of the City of San Jose and the provisions of applicable state law, the City Association of Management Personnel (CAMP)/IFPTE Local 21, hereinafter referred to as the "Union" is recognized as the exclusive representative for the purpose of meeting and conferring on matters within the scope of representation for employees assigned to the classifications designated under the salary plan column as "CMP" in the City of San Jose Pay Plan listed in Exhibit I attached and incorporated by reference into this Agreement. ~~The classifications listed in Exhibit I and subsequent additions thereto or deletions therefrom shall constitute an appropriate unit.~~ The City shall provide the Union with no less than five (5) calendar days advance written notice prior to implementing any change to the City of San Jose Pay Plan that affects classifications represented by the Union, including but not limited to additions, deletions, title changes, reclassifications, or changes to salary range, job specifications or bargaining unit designation.

AMSP

ARTICLE 4 RECOGNITION

Pursuant to Resolution No. 39367 of the City Council of the City of San Jose and the provisions of applicable state law, the Association of Maintenance Supervisory Personnel (AMSP)/IFPTE Local 21, hereinafter referred to as the "Union" is recognized as the exclusive representative for the purpose of meeting and conferring on matters within the scope of representation for employees assigned to the classifications designated under the salary plan column as "MNT" in the City of San José Pay Plan listed in Exhibit I attached and incorporated by reference into this Agreement. ~~The classifications listed in Exhibit I and subsequent additions thereto or deletions therefrom shall constitute an appropriate unit.~~ The City shall provide the Union with no less than five (5) calendar days advance written notice prior to implementing any change to the City of San Jose Pay Plan that affects classifications represented by the Union, including but not limited to additions, deletions, title changes, reclassifications, or changes to salary range, job specifications or bargaining unit designation.