

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 #24

Submitted on: 04/02/2026 @_____

AEA, AMSP, CAMP

ARTICLE 8.2.2: Vacation Sell Back

8.2.2 Employees will continue to accrue vacation at the current rate in accordance with their years of service. Employees may only accrue vacation up to a maximum of two (2) times their annual accrual rate. Once an employee reaches their maximum accrued vacation limit, the employee will not accrue vacation until their vacation balance falls below the maximum limit.

Employees who currently have accrued vacation balances that are in excess of the limits below, will maintain their current balance, however they will not accrue vacation until their balance falls below the maximum limit, or have sold back an amount that brings them below their maximum accrual amount.

| Years of Service | Maximum Accrued Vacation |
|-------------------------|---------------------------------|
| 1 – 5 | 240 hours |
| 6 – 14 | 320 hours |
| 15+ | 400 hours |

~~8.2.2.1 Beginning calendar year 2019, employees may sell back up to a maximum of sixty (60) hours of accrued vacation.~~

~~8.2.2.2 Beginning calendar year 2024, employees may sell back up to a maximum of eighty-eight (88) ~~seventy (70)~~ hours of accrued vacation.~~