

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

**CITY PROPOSAL #2B – HOUSEKEEPING – HOLIDAYS**

City Proposed Language:

**ARTICLE 8 LEAVES**

**8.1 Holidays**


8.1.1 Except as hereinafter otherwise provided, each full-time employee who is on paid status before and after the holidays specified below shall be entitled to paid holiday leave on each of the following holidays as observed, and on no other day, during the term of this Agreement:

- |  |                         |
|--|-------------------------|
| New Year's Day                                     | Labor Day               |
| Martin Luther King Day                             | Indigenous Peoples' Day |
| Lunar New Year                                     | Veterans Day            |
| President's Day                                    | Thanksgiving Day        |
| <del>Cesar Chavez Day</del> <u>Farmworkers Day</u> | Day After Thanksgiving  |
| Memorial Day                                       | Christmas Eve           |
| Juneteenth   | Christmas Day           |
| Independence Day                                   |                         |


~~Effective calendar year 2024, Lunar New Year shall be observed in accordance with the State of California's holiday schedule, and New Year's Eve Day shall no longer be a City-observed holiday.~~


*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by City Council.*

**FOR THE CITY:**

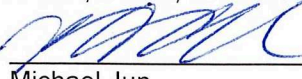
  
\_\_\_\_\_  
Date 4/2/26  
Aram Kouyoumdjian  
Director of Employee Relations  
Director of Human Resources  
City of San José

**FOR THE UNION:**

  
\_\_\_\_\_  
Date 4/2/26  
Krista De La Torre  
Business Agent  
IFPTE, Local 21

  
\_\_\_\_\_  
Date 4/2/26  
Aric Johnson  
President  
AEA, IFPTE, Local 21

\_\_\_\_\_  
Date  
Jesse Perez  
President  
AMSP, IFPTE, Local 21

  
\_\_\_\_\_  
Date 4/2/2026  
Michael Jun  
President  
CAMP, IFPTE, Local 21