

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

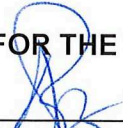
8.1.1 Except as hereinafter otherwise provided, each full-time employee who is on paid status before and after the holidays specified below shall be entitled to paid holiday leave on each of the following holidays as observed, and on no other day, during the term of this Agreement:

- | | |
|--|-------------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Indigenous Peoples' Day |
| Lunar New Year | Veterans Day |
| President's Day | Thanksgiving Day |
| <u>Cesar Chavez Day</u> <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:




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

FOR THE UNION:




Krista De La Torre Date
Business Agent
IFPTE, Local 21



Eric Johnson Date
President
AEA, IFPTE, Local 21



Jesse Perez Date
President
AMSP, IFPTE, Local 21



Michael Jun Date
President
CAMP, IFPTE, Local 21