

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

AFSCME PROPOSAL – DISCIPLINARY ACTION

Proposed MEF Language:

ARTICLE 18 DISCIPLINARY ACTION

18.1 The City of San Jose discipline policy applies to **both** regular permanent (non-probationary) full-time, ~~and~~ regular permanent (non-probationary) part-time benefited, and part-time un-benefited employees and is described in the Discipline Policy, contained in the City Policy Manual. When the need for disciplinary action arises, disciplinary action will be taken commensurate with the seriousness of the offense.

18.1.1 The levels of discipline include informal actions, which are oral counseling, documented oral counseling and written reprimand.

18.1.1.2 Written reprimands in the form of a Letter of Reprimand (LOR) will be removed from an employees' file after one (1) year.

18.1.2 Formal disciplinary actions are suspension, salary step reduction, demotion and dismissal.

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Proposed CEO Language:

ARTICLE 28 DISCIPLINARY ACTION

28.1 The City of San Jose discipline policy applies to ~~both~~ regular permanent (non-probationary) full-time, ~~and~~ regular permanent (non-probationary) part-time benefited, and part-time un-benefited employees and is described in the Discipline Policy, contained in the City Policy Manual. When the need for disciplinary action arises, disciplinary action will be taken commensurate with the seriousness of the offense.

28.1.1 The levels of discipline include informal actions, which are oral counseling, documented oral counseling and written reprimand.

28.1.1.2 Written reprimands in the form of a Letter of Reprimand (LOR) will be removed from an employees' file after one (1) year.

28.1.2 Formal disciplinary actions are suspension, salary step reduction, demotion and dismissal.