

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

AFSCME PROPOSAL – GRIEVANCE PROCEDURE

Proposed MEF Language:

ARTICLE 21 GRIEVANCE PROCEDURE

21.3 Step I

21.3.1 An employee may present the grievance orally either directly or through the Union representative to the immediate supervisor. The grievance must be presented within twenty one (21) ~~calendar~~ working days following the event or events on which the grievance is based. The immediate supervisor shall make whatever investigation is necessary to obtain the facts pertaining to the grievance. Within ten (10) working days after receiving the oral grievance, the immediate supervisor shall give the employee a verbal reply.

21.4 Step II

21.4.1 If the employee desires to appeal the grievance to Step II, the grievance shall be reduced to writing and presented to the Department Director or designee within ~~five (5)~~ ten (10) working days following the receipt of the immediate supervisor's verbal reply.

21.8 Departmental Labor Management Committees

21.8.4 The City will provide up to one (1) hour of paid release time for Union representatives for the purpose of preparing for and attending Departmental Labor Management Committee meetings, when such meetings are scheduled.



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Proposed CEO Language:

ARTICLE 12 GRIEVANCE PROCEDURE

12.3 STEP I

12.3.1 An employee may present the grievance orally either directly or through the Employee Organization representative to the immediate supervisor. The grievance must be presented within twenty one (21) ~~calendar~~ working days following the event or events on which the grievance is based. The immediate supervisor shall make whatever investigation is necessary to obtain the facts pertaining to the grievance. Within ten (10) working days after receiving the oral grievance, the immediate supervisor shall give the employee an oral reply.

12.4 STEP II

12.4.1 If the employee desires to appeal the grievance to Step II, the grievance shall be reduced to writing and presented to the Department Director or designee within ~~five~~ (5) ten (10) working days following the receipt of the immediate supervisor's verbal reply.