

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

AFSCME PROPOSAL – UNION RIGHTS

Proposed MEF Language:

ARTICLE 6 UNION RIGHTS

6.5 Dues Deduction

6.5.8 Union dues payable to AFSCME shall be maintained if a dues-paying member transfers job from an MEF-represented position to a CEO-represented position, or vice-versa.

6.6 Bulletin Board

6.6.7 Elected Union officials shall have the right to utilize the City of San Jose’s electronic mail system to make general announcements and inform union members of union meetings and votes. They may also use the City’s intranet Employee News Network to post notices.

6.8 New Employee Orientation. The City shall provide designated MEF representative(s) reasonable access to new employees during the monthly new employee orientations; both for full-time and part-time employees, to provide information on MEF. Attendance at any presentation by MEF shall be voluntary on the part of the new employee. The Human Resources Department shall work out arrangements with designated MEF representative.

6.9. Employee Lists. The City shall provide at no charge to the Union, a monthly printout listing bargaining unit employees by department and position, worksite location, full-time equivalency, and employee addresses and phone number. The City shall also provide at no charge to the Union, a quarterly printout listing bargaining unit employees alphabetically by employee address, position title, employment date, full-time equivalency, and leave of absence status. The Union agrees that such information will be treated in a confidential manner.



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Proposed CEO Language:

ARTICLE 8 DUES AND AGENCY FEE DEDUCTIONS

8.9 Union dues payable to AFSCME shall be maintained if a dues-paying member transfers job from an MEF-represented position to a CEO-represented position, or vice-versa.

ARTICLE 15 BULLETIN BOARDS

15.7 Elected Union officials shall have the right to utilize the City of San Jose's electronic mail system to make general announcements and inform union members of union meetings and votes. They may also use the City's intranet Employee News Network to post notices.

ARTICLE 35 EMPLOYEE LISTS

The City shall provide at no charge to the Union, a monthly printout listing bargaining unit employees by department and position, worksite location, full-time equivalency, and employee addresses and phone number. The City shall also provide at no charge to the Union, a quarterly printout listing bargaining unit employees alphabetically by employee address, position title, employment date, full-time equivalency, and leave of absence status. The Union agrees that such information will be treated in a confidential manner.

