

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

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**AFSCME MEF PROPOSAL – WORKING IN A HIGHER CLASSIFICATION**

Proposed MEF language:

**ARTICLE 12           WORKING IN A HIGHER CLASSIFICATION**

12.6 Working in a Higher Classification. Upon specific assignment by the Department Director, or designee, with prior written approval, a full-time or part-time employee may be required to perform the duties of a full-time or benefited part-time position in a higher classification. Such assignments may be made to existing authorized positions which are not actively occupied due to the temporary absence of the regularly appointed employee or a vacant position. Assignments to a higher classification due to a vacancy shall not exceed six (6) months.

12.6.1       By mutual written agreement between the City and the Union, an employee assigned to work in a higher classification may be extended in his/her specific assignment past the aforementioned six (6) month limitation, for an additional three (3) months.

12.6.1.1       In the event there is a request for the employee to extend the higher classification for an additional final three (3) months, and the extension is granted, then upon the return of the employee to their position held prior to being assigned work in a higher classification, the employee shall be “Y-rated” for a period of 2080 hours.

Proposed CEO language:

7.3 Working in a Higher Classification

7.3.1       Upon specific assignment by the Department Director, or his/her designated representative, with prior written approval, a full-time or part-time employee may be required to perform the duties of a full-time or benefited part-time position in a higher classification. Such assignments may be made to existing authorized positions that are not actively occupied due to the temporary absence of the regularly appointed employee or vacant positions. Assignments to a higher classification due to a vacancy shall not exceed six (6) months. Once an employee reaches the six (6) month maximum in a specific higher class assignment due to a vacancy, the employee shall not be eligible to serve in the same higher class assignment for at least six (6) months and shall return to his/her regular assignment.



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- 7.3.1.1 By mutual written agreement between the City and the Union, an employee assigned to work in a higher classification may be extended in his/her specific assignment past the aforementioned six (6) month limitation, for an additional three (3) months.
- 7.3.1.2 In the event there is a request for the employee to extend the higher classification for an additional final three (3) months, and the extension is granted, then upon the return of the employee to their position held prior to being assigned work in a higher classification, the employee shall be “Y-rated” for a period of 2080 hours.