

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

AFSCME CEO PROPOSAL – SICK LEAVE

Proposed CEO language:

18.1.5 Any time an employee is required to work and is unable to report du to illness or injury, an employee may be required to furnish medical verification or other substantiation for any such absences. An employee shall be given reasonable notice [prior to the employee's return to work](#) by his/her supervisor or designee if medical verification is required. If there is a dispute as to the definition of “reasonable notice,” this shall be determined by the Director of the Office of Employee Relations or designee and is not subject to the grievance procedures of this Agreement.

