

**SIDE LETTER AGREEMENT**

BETWEEN

THE CITY OF SAN JOSE,

THE CONFIDENTIAL EMPLOYEES' ORGANIZATION, AFSCME, LOCAL 101 (CEO)

AND

THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

**SEASONAL EMPLOYEES**

The City of San Jose (City), the Confidential Employees' Organization, AFSCME Local 101 (CEO), and the Municipal Employees' Federation, AFSCME Local 101 (MEF), agree that the City shall create a "Seasonal Employee" designation for employees in part-time unbenefited classifications that meet the following definition. This designation shall be used in the City's HRIS system.


A "Seasonal Employee" is defined as a part-time unbenefited employee who is assigned to work in a specific program or to specific job duties, including seasonal programs, that are scheduled to be no more than four (4) consecutive months in duration. Designating an employee who is in a part-time unbenefited classification as a "Seasonal Employee" shall only be used for recordkeeping purposes related to an employee's assignment to a seasonal program or a position with a duration of less than four (4) consecutive months. Employees will be designated as "Seasonal" at the time of hire, and it is dependent upon the department and employee to update the designation should the employee transition to a position of longer duration. MEF and CEO understand that designating an employee as "Seasonal" shall not otherwise effect an employee's employment status or the terms or conditions of their employment.

**FOR THE CITY:**

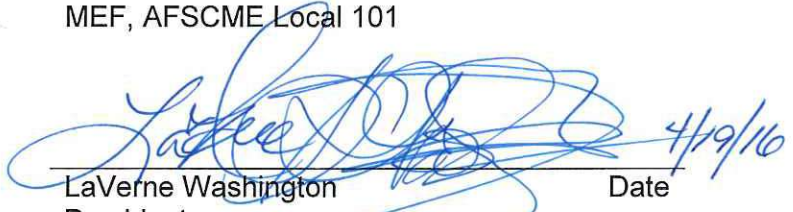
**FOR THE UNION:**

  
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Jennifer Schembri  
Director of Employee Relations


4/11/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Yolanda Cruz  
President  
MEF, AFSCME Local 101

4/11/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
LaVerne Washington  
President  
CEO, AFSCME Local 101

4/19/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Charles Allen  
Business Agent  
AFSCME Local 101

4-11-16  
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Date