

## 2018 CITY OF SAN JOSE – MEF NEGOTIATIONS

### CITY PROPOSAL TO MEF – HOUSEKEEPING

The City and Municipal Employees' Federation, AFSCME, Local 101 (MEF) agree that the following housekeeping items shall be incorporated into the MEF Memorandum of Agreement:

- Incorporate Gender Neutral Language wherever listed in the successor MOA
- Replace "1-1/2" with "1.5" wherever listed in the successor MOA
- Replace "Eco Pass Program" with "Smart Pass Program" wherever listed in the successor MOA
- Move the following language from Article 16 to Article 12:

*"The City shall provide to all employees in the Community Service Officer class series, a bulletproof vest at no expense to the employee. The wearing of said vest shall be mandatory. All bulletproof vests shall be replaced before or at the expiration of the warranty period of the vest at the expense of the City."*

*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**

**FOR THE UNION:**

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Jennifer Schembri                      Date  
Director of Employee Relations

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Robyn Zamora                      Date  
President  
MEF, AFSCME, Local 101

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Elsa Cordova                      Date  
Senior Executive Analyst, OER

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Charles Allen                      Date  
Business Agent  
AFSCME, Local 101