

CITY OF SAN JOSE  
CONTRACT NEGOTIATIONS 2018

---

**AFSCME MEF PROPOSAL – PROBATIONARY PERIODS**

**ARTICLE 17 PROBATIONARY PERIODS**

- 17.1 Probation Period Calculation. Probationary periods shall not be less than six (6) or twelve (12) months of actual service as determined by the Civil Service Commission. Actual service shall mean regular hours worked, paid holidays and up to eighty (80) hours of other cumulative or consecutive paid or unpaid absences.
- 17.2 An employee's probationary period may be extended at the discretion of the City up to a maximum of three (3) months of actual and continuous service. The employee *and the Union* will be notified in writing of the length and reason for the extension.
- 17.3 Part-time *Benefited* Probation. The probation period for part-time *benefited* employees will be considered complete after the employee has worked 1040 regular hours of service. Regular hours do not include paid leave or overtime hours. ~~Part-time non-benefited employees are considered to be “at will” employees with no permanent status and do not serve a probationary period.~~
- 17.4 *Part-time non-benefited employees are considered to be “at will” employees with no permanent status and do not serve a probationary period, unless they have worked ten (10) years or 10,400 cumulative hours, whichever occurs first, whereby they will be given permanent status.*
- 17.5 *Probationary employees are ineligible to work in a higher class. Part-time unbenefited employees are eligible to work in a higher class if they have attained permanent status.*