

v → c 9/21/11
3:31pm

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2011**

Rationale

The Union proposals presented to the City on this day, September 21, 2011, are presented in good faith, in an attempt to reach a successor agreement to the currently-expired Memorandum of Agreement (MOA) for the Municipal Employees' Federation (MEF) and for the Confidential Employees' Organization (CEO). We hope to reach tentative agreements on our proposals and eventually settlement on new contracts for both of the bargaining units.

The Union remains steadfast in its firm commitment to work with the City to craft a respectable new contract. The Union took great strides in presenting its proposals in negotiations earlier this year, yet despite providing a lot of what the City had demanded was unable to reach an agreement. Even though terms and conditions were imposed on the Union, the Union remains committed to working with the City to reach an agreement on a successor MOA.

The Union proposals presented today indicate a willingness to deal with pressing issues, and craft coherent procedures that will ensure that the City of San Jose continues to provide efficient and effective services beneficial to our community, and remains a great place to work. The Union proposals in addition make certain that the City does not incur any unnecessary costs.

The proposals are as follows:

- *Clarified the language concerning vacation leave, so that the City maintains staffing and is organized and prepared in advance.*
- *Improved Safety procedures that will protect the City from unnecessary costs.*
- *Clarification and improvement to layoff procedures and dispute resolution thereby allowing City to work effectively and retain/maintain current services and quality staff.*
- *Clarification and improvement to discipline procedures and dispute resolution thereby allowing swift and efficient progress with issues.*
- *Clarification and improvement to grievance procedures, including cost-sharing for arbitrators.*
- *Improved Union Rights language that allow for clear communication and prevent misunderstandings and/or unnecessary administrative work.*

The Union therefore presents these initial proposals in hope that negotiations will move forward in a productive manner and that the City will engage in good faith negotiations, show leadership, and commence the work of rebuilding morale and strengthening the workforce, rather than further depleting services and detrimentally affecting lives of the employees and community.

