



Outlook

FW: Agenda Item 3.2 - Labor Negotiations Update - Council Meeting May 20, 2025 - Public Comment

From City Clerk <city.clerk@sanjoseca.gov>
Date Mon 5/19/2025 3:19 PM
To Agendadesk <Agendadesk@sanjoseca.gov>

From: Glum, Anthony <Anthony.Glum@sjlibrary.org>
Sent: Monday, May 19, 2025 2:24 PM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Agenda Item 3.2 - Labor Negotiations Update - Council Meeting May 20, 2025 - Public Comment

Hello, I want to provide written public comment on Council Meeting May 20th, 2025, Agenda Item 3.2, Labor Negotiations Update. This about my concerns about San Jose's new policy change around work from home hybrid schedules.

My reason for this email and concern over the recent announcement from the Office of Employee Relations regarding the change to the City's work from home policy, is that I live 55 miles away in Watsonville, CA and commute 3 days a week to the library, despite the commute being considerably long which during peak traffic hours can total to about 1.5-2 hours each way. The current 3/2 schedule has given me 2 days I can work from home, save money, time, gas and be closer to my home, friends, and family. These days are very important for me to have for my mental health and work life balance. In no way, does my work quality or output diminish when I work from home. In fact, I will argue that giving me the freedom to have my days to work from home has caused me to go above and beyond in various aspects as I now can monitor emails and workflows at any time and am more willing and flexible to complete work outside of standard operating hours.

I am outraged and disheartened by the City of San Jose's policy change. I feel it is inconsiderate to an employee like me who rely on this 3/2 hybrid schedule to have a healthy work life balance. Regardless of my long commute or not, the 3/2 hybrid schedule is proven to be beneficial to both the employers and the employees, with the largest work from home study conducted recently by Stanford showing that 3/2 hybrid schedules are a win-win for employers and employees (study linked below). Many other studies also highlight the benefits of the 3/2 hybrid schedules, which I have linked some examples below.

Stanford Article: <https://news.stanford.edu/stories/2024/06/hybrid-work-is-a-win-win-win-for-companies-workers>

CNBC Article: <https://www.cnn.com/2019/10/31/cebr-study-finds-remote-workers-get-105-hours-more-leisure-time-a-year.html>

National Library of Medicine Article: <https://pmc.ncbi.nlm.nih.gov/articles/PMC10612377/>

Farmingdale-Observer: <https://farmingdale-observer.com/2025/05/16/scientists-have-been-studying-remote-work-for-four-years-and-have-reached-a-very-clear-conclusion-working-from-home-makes-us-happier/>

The data speaks volume to the benefits of hybrid schedules for our workers (see articles linked above). Some of these benefits are increasing staff members satisfaction around their work life balance, avoiding staff burnout, mental health issues along with even physical health issues caused by increased stress. Also, there are concerns from staff members voiced to me around safety downtown with increased hours on site. This is also a pay cut to many individuals as they will need to spend more on gas and car maintenance.

Additionally, the California State Policy is not as egregious as the SJ city policy allowing an exception for individuals who were hired before March 3rd, 2025 who live more than 50 miles away (link to the policy here and screenshot). Since the argument is that San Jose is just following what other state and local municipalities are doing, we should also follow the rules for exceptions as well.

California State Policy Return to Work:
[2025-Statewide-Telework-Guidance.pdf](https://www.dir.ca.gov/2025-Statewide-Telework-Guidance.pdf) - CalHR - CA.gov

3. Employees who do not live near their duty stations (e.g. headquarters, reporting location, or worksite) who had a mutually agreed-upon telework arrangement prior to March 3, 2025.

Employees who had a mutually agreed-upon agreement to work remotely more than one day per week, living in a location in California, 50 or more miles from their designated headquarters or duty station, may be allowed to continue their telework agreement as it existed on March 3, 2025, if the agency or department determines telework for these employees is consistent with operational need.

Departments may still require travel to the headquarters' location and shall follow all state travel and reimbursement policies as well as applicable MOUs and governing laws.

Please do not turn a blind eye to the data now. This policy is completely hypocritical to the entire policy set forth in San Jose's city original flexible workplace agreement policy. Please work with staff members to reach a solution that allows everyone to be satisfied and treat this policy implementation on a case-by-case basis.

Thank you

Anthony Glum | Senior Financial Analyst
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San Jose Public Library System - Library FBS
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From City Clerk <city.clerk@sanjoseca.gov>
Date Mon 5/19/2025 5:05 PM
To Agendadesk <Agendadesk@sanjoseca.gov>

From: Anthony Glum <[REDACTED]>
Sent: Monday, May 19, 2025 4:35 PM
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Subject: Agenda Item 3.2 - Labor Negotiations Update - Council Meeting May 20, 2025 - Public Commen

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This hybrid schedule benefits the city by increasing staff members satisfaction around their work life balance, avoiding staff burnout, mental health issues along with even physical health issues caused by increased stress. Also, there are concerns from staff members voiced to me around safety downtown with increased hours on site. This is also a pay cut to many individuals as they will need to spend more on gas and car maintenance.

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