

2018 CITY OF SAN JOSE – OE#3 NEGOTIATIONS
TENTATIVE AGREEMENT

CITY PROPOSAL TO OE#3 – UNION RELEASE TIME

City Proposed Language:

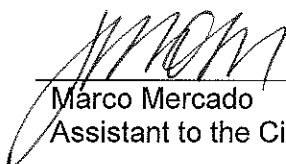
ARTICLE 12 GRIEVANCE

12.8 Designated Job Representative

12.8.8 City Paid Union Release Time (URT). The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.

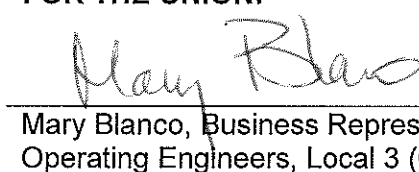
** This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:



Marco Mercado Date
Assistant to the City Manager, OER

FOR THE UNION:



Mary Blanco, Business Representative Date
Operating Engineers, Local 3 (OE#3)