

SIDE LETTER AGREEMENT

BETWEEN  
THE CITY OF SAN JOSE  
AND  
SAN JOSE FIRE FIGHTERS, IAFF LOCAL 230

**City Healthcare Program Reopener**

To the extent that they are a mandatory subject of bargaining and arise during the term of the successor Memorandum of Agreement (MOA) between the City of San Jose (City) and the San Jose Fire Fighters, IAFF Local 230 (IAFF), the parties agree to meet and confer over potential changes to City's healthcare program.

Either the City or IAFF may provide notice to the other of its request to discuss potential changes to City's healthcare program. The parties shall commence the discussions within ten (10) calendar days after the City or IAFF receive notice from the other.

To the extent that any change to the City's healthcare program is a mandatory subject of bargaining, the parties shall meet and confer in good faith in an effort to reach a mutual agreement. If the parties reach impasse and no agreement is reached on those issues that are a mandatory subject of bargaining, either party may invoke the impasse procedures and submit issues for determination in accordance with the applicable provisions under the Employer-Employee Relations Resolution No. 39367, the Meyers Miliias Brown Act, and/or City Charter Section 1111.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council. This agreement is effective only during the term of a successor MOA.

**FOR THE CITY:**

**FOR THE UNION:**

  
\_\_\_\_\_  
Jennifer Schembri  
Director of Employee Relations

11/2/18  
Date

  
\_\_\_\_\_  
Sean Kaldor  
President  
San Jose Firefighters, IAFF Local 230

11/7/18  
Date