

Union → City  
9.30.19

**Proposals for POPRA - Memorandum of Agreement – September 30, 2019**

17. Article 5.7 – 5.7.5.2 Payment –in-lieu of Health and/or Dental Insurance Program  
Language in existing OE#3 MOA to remain the same.
18. Article 5.12 Career Development  
Language in existing OE#3 MOA to remain the same.
19. Article 5.16 Life Insurance  
Language in existing OE#3 MOA to remain the same.
20. Article 11 Safety  
Language in existing OE#3 MOA to remain the same.
21. Article 14 Layoff  
Language in existing OE#3 MOA to remain the same.
22. Article 18 Sick Leave  
Language in existing OE#3 MOA to remain the same.
23. Article 30 Employee Assistance Referral  
Language in existing OE#3 MOA to remain the same.
24. Article 33 Labor Management Committee  
Language in existing OE#3 MOA to remain the same.

Note: Article refers to its placement in the current OE3 MOU.