

**2019 CITY OF SAN JOSE – POPRA NEGOTIATIONS  
TENTATIVE AGREEMENT**

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**POPRA PROPOSAL TO CITY – NEW EMPLOYEE ORIENTATION**

POPRA Proposed Language:


**ARTICLE XX NEW EMPLOYEE ORIENTATION**

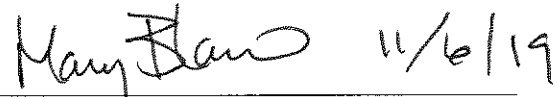
The City shall provide the OE#3 Business Agent reasonable access (up to 30 minutes) to new employees during the new employee orientations to provide information on OE#3. Attendance at any presentations by OE#3 shall be voluntary on the part of the new employee. ~~The OE#3 Business Agent shall work out arrangements with the Human Resources Department.~~

*\*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:**

**FOR THE UNION:**





Elsa Cordova  
Assistant to the City Manager

Mary Blanco  
Business Agent  
OE#3