

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

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**SELECT ARTICLES - OE#3 MOA (No. 4)**

The City and the Peace Officer Park Ranger Association, Operating Engineers, Local No. 3, (POPRA) agree that the following articles of the current Memorandum of Agreement between the City and Operating Engineers, Local No. 3 (OE#3) shall be incorporated into the POPRA Memorandum of Agreement:

- Article 5.15 – Bilingual Pay

*\*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 12/10/19  
Date  
Elsa Cordova  
Assistant to the City Manager

Mary Blanco 12/10/19  
Date  
Mary Blanco  
Business Agent  
OE#3