

**2020 CITY OF SAN JOSE – POPRA NEGOTIATIONS
TENTATIVE AGREEMENT**

**CITY PROPOSAL TO POPRA – RETIREMENT – PENSION AND RETIREE
HEALTHCARE**

City Proposed Language:

ARTICLE XX RETIREMENT – PENSION AND RETIREE HEALTHCARE

Pension and retiree healthcare benefits of the Federated Retirement System are to be paid in accordance with the provisions of the Plan and the Memorandum of Agreement on Retirement between the City and Operating Engineers, Local No. 3 (OE#3).

**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:

 1/8/2020

Elsa Cordova

Date

Assistant to the City Manager

FOR THE UNION:

 1/8/2020

Mary Blanco

Date

Business Agent

OE#3