2020 CITY OF SAN JOSE – POPRA NEGOTIATIONS
TENTATIVE AGREEMENT

SELECT ARTICLES - OE#3 MOA (No. 5)

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 29 – Discipline
- Article 30 – Employee Assistance Referral

**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:

Elsa Cordova 1/8/2020
Elsa Cordova — Date
Assistant to the City Manager

FOR THE UNION:

Mary Blanco 1/8/2020
Mary Blanco — Date
Business Agent
OE#3