

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 3 (OE#3)

Reopener on Wages

In the event that the City's most recent budget forecast of ongoing revenues and expenditures used for the development of the Base Budget for 2022-2023 shows that the City will have a total cumulative General Fund surplus for Fiscal Year 2022-2023, upon request by the union, this Agreement shall reopen on the subject of wages only, and the parties will meet and confer on the topic of wages for Fiscal Year 2022-2023, only.

This Agreement shall be considered part of the overall Agreement for a successor MOA, and will become effective when signed by all parties below.

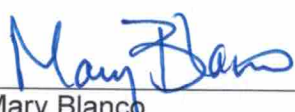
FOR THE CITY:

FOR THE UNION:



Jennifer Schembri
Director of Employee Relations
Director of Human Resources

10/21/21
Date



Mary Blanco
Business Representative
OE#3

10/21/21
Date