

Side Letter Agreement

BETWEEN
THE CITY OF SAN JOSE

And

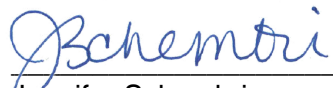
THE ASSOCIATION OF ENGINEERS AND ARCHITECTS (AEA) IFPTE, Local 21
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP), IFPTE, Local 21
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP), IFPTE, Local 21

BILINGUAL PAY

The City and the Association of Engineers and Architects (AEA), the Association of Maintenance Supervisory Personnel (AMSP), and the City Association of Management Personnel (CAMP) agree to continue discussions related to City's Bilingual Pay Policy and related MOA provisions.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by IFPTE and approved by the City Council.

FOR THE CITY:

 8/5/2021

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

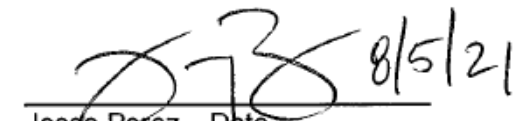
FOR THE UNION:

 8/5/2021

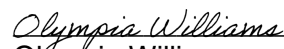
Matt Mason Date
Business Representative, IFPTE, Local 21

 8/05/2021

Florin LaPustea Date
AEA President, IFPTE, Local 21

 8/5/21

Jesse Perez Date
President
AMSP, IFPTE, Local 21

 8/5/2021

Olympia Williams Date
CAMP President, IFPTE, Local 21