

HIGHLIGHTS OF 10/21/26 CONTRACT TA

5-year agreement (It's the only way we could fit so much in and delay the medical increase until 2030.)

Article 5 Employee Rights: Expanded and updated Employee Rights

Article 6 Union Representation: Expanded and updated rights for Union representation

Article 8 Grievance Procedure: Clarification and improvements in process

Article 9 Hours of Work: Increased comp bank from 64 hours to 80 hours, double time for callback on a holiday (from MOU)

Article 10 Leave Due to Emergency/Weather: Adds definition of Essential Personnel, allows use of accrued sick leave when worksite is closed due to emergency or weather conditions (instead of just LWOP)

Article 14 Other Leave: Improved and updated Military Leave language

Article 18 Wages:

- Signing Bonus: \$1,000 (separate check same week as Council ratification)
- COLAs: Year 1=6% (2% wage adjustment + 4% COLA)

Years 2 & 3=3%

Year 4 & 5=2.5%

- New Step 7 in Year 4 at 2%, then, in Year 5, an additional 1% is added to the 2% from Year 4, totalling to 3%. Step 7 is a 3% step going forward from year 5.

Article 22 Healthcare: 90/10 split hits in January 2030, HSA contributions language updated to reflect new IRS guidelines (\$200/year increase for single, \$400/year increase for family), vision co-insurance (Article 23) increase from \$15 to \$25

Article 24 Posting Job Vacancies: Improved equal opportunity language

Article 27 Reduction in Force/Layoff: Move from citywide bumping to departmental bumping.

Article 30 Safety: Greatly improved safety language

New Article 35 Employment of Retired Bargaining Unit Members: Creation of clear process! This allows employees to retire from PERS and continue working to maintain benefits, wage, vacation. Etc. while collecting pension from pers. Exempts had this benefit before.