

## Local 424 Public Works Contract Changes – 7/1/21 – 6/30/27

Article	Section/Changes Made
Article 1 – Recognition	Removal of Deputies to Coordinators from the Bargaining Unit (Deputy CAO, Deputy Community Services, Deputy Economic Development.) Deputy of Public Safety Communications will be removed when incumbent is no longer occupying the position.
Article 2 – Union Security & Dues Deduction	New language to comply with JANUS decision
Article 3 – Section 1 Seniority, Continuity of Employment	Local 34 members transferred to locals 424, Unit 128, 884, 287 or 3144 shall be able to carry over all unused sick leave and vacation pay, and time will be credited towards vacation and longevity.
Article 5, Vacation	Minimum of 5 business days’ notice required for 2 or more vacation days. For one (1) days’ vacation no less than 48 hrs. notice in advance. Conflicts between employees requesting governed by seniority. If identical seniority, party requesting first for the same period, will be granted the request. No vacation carry over in excess of 40 days. Payout for a maximum of 30 days.
Article 6, Section 5-Sick Leave  Article 6, Section 11	Medical certification required for absences of more than three (3) days  Elimination of the Worker’s Comp Top Off. Employees receiving workers’ comp benefits have the option to continue their contributions to maintain continuity of benefits. Failure to continue contributions will result in an interruption of pension service while on worker’s comp.
Article 6A, Occasional Sick Leave and Short-Term Disability	Section 2- Probational employees eligible for sick days pro-rated based on date of hire and eligible for usage after the 30th date of hire.
Article 7-Bereavement	Replace current language with new language in Sections 1-4.
Article 8-Holidays	Add Juneteenth as the thirteenth (13) holiday.
Article 10-Arbitration, Section 7	President and up to two employees (inclusive of the grievant), may attend arbitration proceeds without loss of pay.
Article 11, Section 6-Working Conditions Program: (New) Vehicle Maintenance	Up to two (2) mechanics may be sent to an emergency call on a vehicle breakdown as determined by Director, DD, Fleet Manager or Supervisor.
Article 12-Meal Allowance	Increased to \$14 per meal
Article 15, Health Insurance	Two options: CP & HDHP, Rx formulary plan with specialty accumulator rules and cost relief program; Employer contribution first year for new members in HDHP – 65%, otherwise, 50%, paid in July; Cost share for HDHP-23/24 @ 10%, 24/25 @ 11%, 25/26 @ 12% cost share for CP @27%; Dental @10%; All cost shares based on Allocation Rate. New Employees only eligible for HDHP; Retiree medical: HDHP until age 65; OPEB @ 1.5%. Those ineligible for HSA shall have option for HRA.
Article 15, Sec 3	Life Insurance increased to \$25,000
Article 19, Overtime	Inclusive of premiums, differentials, and Longevity.
Article 20, Sec 1, Emergency Call In	New definition of Emergency; guaranteed minimum of 4 hours @ 1x1/2. City Hall Closure, all employees subject to assignment of additional

Article 23, Wages	<p>duties and hours as determined by the Department during emergency.</p> <p>2021-22: 2.00%  2022-23: 7.00%  2023-24: 3.00%  2024-25: 3.25%  2025-26: 3.50%  2026-27: 3.50%</p> <p>Retro Payment for active employees only, to be paid in two parts; Employee must be employed at the time of retro payment. First(1<sup>st</sup>) payment 30 days following ratification; Second(2<sup>nd</sup>) payment 90 days following ratification. Wage graph updated with Final Agreement  Section 6: Mandatory direct deposit of pay; no paper checks</p>
Section 2	Mechanics assigned to the Landfill earn an additional \$1.00 an hour. Mechanics B automatically advance to Mechanic A after 1 year with a CDL license with brake endorsement.
Section 3	Durational Employees receive hourly \$18.00 an hour,
Section 4	Second shift premium increase to \$1.25; third shift increase to \$1.50
Section 8	Mechanics tool allowance increased to \$700.00 as a taxable non-salary wage.
Section 10	Annual boot allowance of \$150.00
Article 26, Pension	Employees hired after ratification, shall participate in CERF, as follows: Retirement age is 65; eliminate the rule of 80/85; Options for Joint and Survivorship Benefits for new hires only. All CERF participants subject to an early retirement penalty of 5% for each year of early retirement.
Article 35- Subcontracting	City shall continue to use best efforts to fill vacant positions; management retains the right to supplement the workforce to maintain streets and facilities when there is a workforce shortage. Overtime opportunities shall be offered to the bargaining unit first.
Article 36, Attendance	Current contract language deleted and replaced with new language to include coding for unauthorized leave without pay; Absences of three (3) consecutive workdays considered a voluntary quit; and discipline under this article.
Article 37, Substance abuse policy NEW LANGUAGE	New Language to include continue compliance with State and Federal law for testing through a third-party administrator.
Article 38, Uniform (New)	Introduction of the P-card, similar to Fire Department for purchase of approved clothing and footwear. Uniform attire as determined by the Department Head
Article 39, Duration	Six Years-7/1/2021 to 6/30/2027
Misc.	All MOU to be reviewed and relevance and incorporated into the new contract.