

Local 3144 Contract Changes – 7/1/20 – 6/30/26

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 – Management Rights	Clarified language and more flexibility for subcontracting, including in IT (Section 9)
Article 3 – Union Security & Dues Deduction	New language to comply with JANUS decision
Article 5, Hours of work	Section 2(A): Changes to “emergency” definition Section 2(B): Requirements for Flex Time (with form) Section 4(B): Updated Library work schedule and Classifications New Section 4 (K): Work Schedule and compensation for Public Safety IT employees
Article 7, Vacations	Section 4(E) & (F): Library vacation selection
Article 9, Holidays	Addition of Juneteenth
Article 11, Leave of Absence	Section 2: Leave of Absence with Pay - Approval from HR instead of Labor Relations
Article 12, 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 ½ in July and ½ in January; Sliding cost share scale for HDHP based on income, cost share for CP = buyup; Spouses of new employees are not covered under retiree medical benefits; OPEB @ 1.25%
Article 15, Emergency Operations	Section 1 and 1(A): Definition of Essential Worker with changes to procedure
Article 19, Salaries	GWIs each year; step movement in FY 22, with no retro payment and FY 24; employees at top step receive \$1K 2020-21: 2.75% 2021-22: 2.75% 2022-23: 3% 2023-24: 3% 2024-25: 3% 2025-26: 3% Section 6: Mandatory direct deposit of pay; no paper checks
Article 25, Union Activities	Union leave for specific conferences; clarification of what leave is paid/covered
Article 28, Miscellaneous	Section 4: Parking violations are appealed through established process, not reviewed by Labor Relations Section 5: \$14 Meal allowance for Public Works Department; Second meal allowance for second 8-hour shift in 24 hours Section 6: Reclassifications follow specific process Section 8: Floating Executive AAs with training
Article 29, Past Practice	Language addressing MOUs incorporated/not incorporated
Article 30, Substance Abuse Policy	City to develop a city-wide Policy
Schedule A, Pension Provisions	Employee contributions increased to 10.5%; New employees are eligible to retire at age 65 and don’t have Rule of 80/85; early retirement penalty

	increased to 3% for each year of early retirement; employees have options for joint and survivor benefits; employees 60 years or older have the option to participate in either the Pension or Social Security.
Appendix VI – Classification List	Updated