

TENTATIVE AGREEMENT RCHEA Negotiations

The City of Redmond ("City") and the RCHEA Labor Union ("Union") is participating in negotiation of the Union's 2023-2025 collective bargaining agreement ("CBA"). A tentative agreement has been reached between the City and the Union regarding the language below. This tentative agreement is subject to final agreement of the entire contract.:

- City (Management Team, Mayor and/or City Council); and
- Union (Labor Team, Legal Counsel and/or RCHEA, Union Membership)

Tentative agreement by both parties 10-3-2022

Signing Bonus MOU

The City and Union have agreed to the following MOU language:

Whereas Statements:

WHEREAS: The City and the Union entered into negotiations for the 2023-2025 Collective Bargaining Agreement (CBA).

WHEREAS: During negotiations both sides made concessions to their proposals that ultimately led to agreement on the CBA.

WHEREAS: To recognize the Union's acceptance of the new banded compensation structure and to encourage the membership to accept the CBA, the City and the Union enter into a signing bonus agreement.

Agreement Statement:

The City agrees to a one-time Signing Bonus in the amount of \$2,400.00 for each member of the RCHEA bargaining unit who were on the payroll as of the ratification date of this MOU.

- The Signing Bonus will be a single payment that will not set precedent.
- The payment will be made on the January 25, 2023 paycheck.