

Attachment B

The City of Redmond And The Washington State Council of County and City Employees, Local 21-RD (AFSCME)

Summary of Major Changes to AFSCME Contract for 1-1-2022 through 12-31-2024

The City and the Washington State Council of County and City Employees (AFSCME), Local 21-RD (Union), reached a tentative agreement, pending Council Approval, that meets the needs of both the Union and the City. The Collective Bargaining Agreement (CBA) with the Union, if approved, will result in the following summary of the more notable changes to the contract. All changes are noted in the redline version of the CBA.

ARTICLE 8, RATES OF PAY:

- The tiered monthly Longevity Pay has been replaced by a single Experience Recognition Bonus, paid annually in December, for all members with over 5 years of service with the City.

ARTICLE 9, HOLIDAYS:

- Juneteenth added as a holiday bringing the annual total to 13 recognized holidays.

ARTICLE 14, HOURS OF WORK, AND OVERTIME:

- Clarifying the process for entering/exiting 24-hour emergency work schedules and callbacks.

ARTICLE 18, TERM OF AGREEMENT:

- Outlines the new duration of the contract as beginning on the effective date of the contract and ending on 12/31/2024.

APPENDIX A, SALARIES AND WAGES:

- 6.3% increase to 2021 salaries for 2022.
- 2023 Salaries increased by 100% of first half annual CPI-W (2%min – 6%max).
- 2024 Salaries increased by 100% of first half annual CPI-W, (2%min – 5%max).