

RCHEA NEGOTIATIONS

Summary of Negotiated Changes – Outcomes for Council Packet

Tentative Agreement Reached: September 25, 2025

Union to Vote on Agreement: October 29, 2025

Duration: 3 years

Labor	Management
Jeff Thomson, Union Chair Kim Keeling, new Union Vice Chair Adreinne Steinert, Union Vice Chair	Cathryn Laird, HR Director (Lead Negotiator) Kseniya Daly, Deputy HR Director Adrienne Steinert, HR Analyst <u>Management Reps:</u> Aaron Bert, Carol Helland, Zach Houvener, Jason Lynch, Mike Marchand

Article	Proposal	Reason	Outcome
Preamble	Eliminate duplicate display of contract dates.	Reduce language redundancy.	Language clean up
Article 1 – Bargaining Unit and Membership	Add Limited Duration to CBA based on MOU. Updated subcontracting language.	Language addition and language clarification.	Continuation of subcontracting
Article 5 - Probationary Period	Removed language about employees hired in 2022.	Language no longer applies clean up.	Language clean up
Article 8 – Wages	Employee involuntary demoted and whose salary is frozen receive lump sum merit.	Language clarification of existing process.	Existing process
Article 10.3 – Scheduling	Vacation scheduling	Language mirrors the Personnel Manual which confirms how supervisors approve vacation.	Language clean up
Article 10.4 – Payout at Retirement	Delete vacation payout at retirement reference to PERS I employees	No PERS I employees work at the City.	Language clean up
Article 11 – Health and Welfare	Increase employees' contribution to HRA VEBA through payroll deduction by \$10 per month.	Employees want to increase their donation to HRA VEBA.	Union request to process
Article 12.2 – Retirement Bonus – PERS I	Delete sick leave retirement bonus reference to PERS I employees.	No PERS I employees work at the City.	Language clean up
Article 12.4 – Sick Leave Bonus	Donating sick leave would not affect the employee's sick leave bonus.	Language clarification of existing process.	Existing process

Article	Proposal	Reason	Outcome
Article 13.1 – Bereavement Leave	- Change from 4 days to 40 hours - Use within 6 months	Title language clean up (remove word “death”); Employees on 9/80 and 4/10 work schedules obtain extra days than employees on 5/8 schedule.	Creates bereavement use equality for all work schedules and across all CBAs
Article 15.1 – Standard Work Day	Follow Telecommute policy regardless of work schedule (5/8, 9/80, 4/10)	Union wants assurance if employees work 9/80 or 4/10 schedules, that they will not be automatically denied the option to telecommute. Union in agreement to follow the Telecommute policy.	Language clarification
Article 15.2. – Flex-Time	Clarification how flex time applies to non-exempt and add language of flex time for exempt employees.	Clarification the difference of how flex time applies to non-exempt and exempt employees.	Language clarification
Article 15.7 – Emergency Work	In an emergency during working hours, employees may be assigned different duties to help with the emergency.	City desires clarification that employees may be assigned to help during an emergency that may not be their regular work.	Language addition
Article 15.8 – Callback and Article 15.9 Standby Duty	Clarification how callback and standby will apply to exempt employees.	City desires to address fair treatment and clear language of exempt employees on standby and who are called back to work after hours.	No change for call back; Updated language for standby that applies to exempt employees.
Article 15.10 – Union Business	Union provide 5 days’ notice when union members will participate in membership meetings.	City requests advance notice so any schedule coverage can be addressed; primarily impacts customer service positions.	Ability for management to plan schedules
Article 16.1 – Retirement Bonus	Add clause that if an employee dies, their estate will receive 100% of their sick leave.	Doing the right thing for the employee’s family during a tragic time.	Creates equality across all CBAs and looking to add to Personnel Manual
Article 16.2 – Last Day Worked	New section adding language about how long an employee can “vacation out” after giving notice of separation. Existing language allows indefinite time.	To discontinue indefinite time that a position cannot be filled and additional liabilities are incurred by the City while employee takes extended vacation before coming off payroll.	Cost savings to city from additional accruals and benefit coverage; Vacant position freed up to fill more timely

Article	Proposal	Reason	Outcome
Appendix A – COLA and Pay Plans	2026 COLA Flat rate 3.8% (ranges adjusted if under-market but no change in salary) 2027 and 2028 CPI-W First Half with 2% min and 5% max		Identified financials to get to final agreement on the successor Collective Bargaining Agreement
Experience Recognition Pay	Union to receive \$250 monthly, increase of \$50		
Tuition Reimbursement	Reference to the Personnel Manual.		Consistently administered between all unions.
Language Clean-Up	Changing language to gender-neutral.	To create consistency in reference to employees.	Language clean up