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

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

Article	Proposal	Reason	Outcome
Article 13.1 -	Change from 4 days to	Title language clean up	Creates bereavement
Bereavement	40 hours	(remove word "death");	use equality for all
Leave	Use within 6 months	Employees on 9/80 and	work schedules and
		4/10 work schedules obtain	across all CBAs
		extra days than employees	
		on 5/8 schedule.	
Article 15.1 -	Follow Telecommute policy	Union wants assurance if	Language clarification
Standard Work	regardless of work	employees work 9/80 or	
Day	schedule (5/8, 9/80, 4/10)	4/10 schedules, that they	
		will not be automatically	
		denied the option to	
		telecommute. Union in	
		agreement to follow the	
		Telecommute policy.	
Article 15.2. –	Clarification how flex time	Clarification the difference	Language clarification
Flex-Time	applies to non-exempt and	of how flex time applies to	
	add language of flex time	non-exempt and exempt	
	for exempt employees.	employees.	
Article 15.7 –	In an emergency during	City desires clarification	Language addition
Emergency	working hours, employees	that employees may be	
Work	may be assigned different	assigned to help during an	
	duties to help with the	emergency that may not be	
	emergency.	their regular work.	
Article 15.8 –	Clarification how callback	City desires to address fair	No change for call
Callback and	and standby will apply to	treatment and clear	back; Updated
Article 15.9	exempt employees.	language of exempt	language for standby
Standby Duty		employees on standby and	that applies to exempt
		who are called back to	employees.
		work after hours.	
Article 15.10 -	Union provide 5 days'	City requests advance	Ability for management
Union Business	notice when union	notice so any schedule	to plan schedules
	members will participate in	coverage can be addressed;	
	membership meetings.	primarily impacts customer	
		service positions.	
Article 16.1 –	Add clause that if an	Doing the right thing for	Creates equality across
Retirement	employee dies, their estate	the employee's family	all CBAs and looking to
Bonus	will receive 100% of their	during a tragic time.	add to Personnel
	sick leave.		Manual
Auticle 1C 2	Now costion adding	To discontinue indefinite	Cost sovings to situ
Article 16.2 –	New section adding	To discontinue indefinite	Cost savings to city from additional
Last Day Worked	language about how long	time that a position cannot be filled and additional	accruals and benefit
worked	an employee can "vacation		
	out" after giving notice of	liabilities are incurred by	coverage;
	separation. Existing	the City while employee	Vacant position freed
	language allows indefinite	takes extended vacation	up to fill more timely
	time.	before coming off payroll.	

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