

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 10-20-2022

Union Work Removed from RCHEA 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 agreed to remove the Payroll Analyst classification from the union and allow for the corresponding body of work to no longer be considered union work.

WHEREAS: During negotiations, longevity was replaced by a new Experience Recognition Pay. The employee leaving the union is eligible for this pay but will not receive the benefit of it.

Agreement Statement:

The City agrees to a one-time payment of \$2,400.00 to the current Payroll Analyst (one employee), equal to the first 12 months of the Experience Recognition Pay that they would have received had they remained in the union.

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