

LOCAL 21 MAKES HISTORIC GAINS IN TENTATIVE AGREEMENT

On April 24, our Local 21 Bargaining Team reached a Tentative Agreement with the City. The Bargaining Team unanimously recommends a **YES** vote on the Tentative Agreement.

Below are the highlights in our priority areas:



Wages: The largest gain in wages in over a decade – 4%, 3.5%, 3.5%:

Year 1	3.0% effective July 1, 2019 1.0% effective December 28, 2019
Year 2*	3.0% effective July 1, 2020 0.5% effective December 26, 2020
Year 3*	3.0% effective July 1, 2021 0.5% effective January 8, 2022

* Years 2 and 3 have timing triggers, which state that if the City faces a \$200 million or more deficit, our base wage adjustments would be delayed by approximately six (6) months.



Floating Holiday: Improved access for members and won an extra day

- Additional floating holiday
- Increase in floating holiday bank to 80 hours
- New employees can now use floating holidays on day one





Employee Development Fund (EDF): Increased funding and secured process improvements

- Increased the fund to \$1 million
- Funds will now be distributed two times year, in July and January



Exempt/Temporary Employees (PEX/TEX): Improved benefits and protections

- Joint Union and City committee to review proper use of exempt positions
- Secured severance pay of one week per year
- Non-binding hearing panel for exempts that are released early



Contracting Out: Improved language and process

- Secured additional time for the Union to review contracting out submissions
- Process for outside contractors with specialized skills to train and transfer knowledge to Local 21 members



Pension & Health Benefits: Protected our current benefits

- No changes to our health and retirement benefits
- We fought off an attempt by the City to decrease our dental benefits



Non-Discrimination: Improved language and training

- Paid in-person implicit bias training for a specific number of members
- Joint Union and City committee to address our concerns specific to discrimination



For more information and to learn where to vote, scan me!