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## **Summary of Tentative Agreement with The Teamsters**

### **Article 2: Union Dues/Fair Share/Check-off Deductions**

- Based upon the Supreme Court case of Janus v. AFSCME, language was inserted to state that as long as 'Fair Share Fees' are deemed unlawful, the Fair Share Fee provision in the contract shall not apply.

### **Article 13: Non-Discrimination**

- Additions to this article were made for consistency with updates to Administrative Regulation 25 (ethnicity, Appalachian regional ancestry, veteran status, military status, genetic history, natural hair, and HIV status).

### **Article 19: Wages**

- 2% effective in the first year of the contract (October 18, 2020).
- 2% effective in the second year of the contract (October 17, 2021).
- \$250 lump sum payment as soon as possible after ratification.

### **Article 23, Leave Without Pay**

- The procedure for selecting scheduled, annual leave was changed for efficiency
- The Emergency Vacation department policy was incorporated into the contract
- Bereavement leave was expanded to include an employee's sister-in-law, brother-in-law, son-in-law, and daughter-in-law.

### **Article 30: Duration of Agreement**

- 2-year agreement (October 18, 2020 – October 15, 2022).