
**Summary of Tentative Agreement with
AFSCME
Locals 190, 223, 240, 250, 1543, and 3119**

Article 16: Corrective Action

- Streamline procedure
 - Weingarten rights to determine representation rights for investigative meetings
 - Eliminate redundant paperwork and unnecessary paper service by certified mail
 - Remove risk of missing contractual deadline based on scheduling
 - Return hearing officers to departments
 - Set final disposition deadline for Health, Recreation, and Parks based on the meetings of their respective Boards
- Limitation of liability
 - Establish standard for just cause
 - Limit Civil Service Commission remedies in cases of termination
 - Establish clear progression of corrective penalties
 - Waive process in cases of job abandonment
 - Consistent application of retention period set on date of service

Article 17: Grievances

- Changed the third-party administrator of arbitration procedures from the Arbitration and Mediation Service (AMS) to the Federal Mediation and Conciliation Service (FMCS)
- Union and Department may now forego a hearing at Central HR in favor of a record review with mutual agreement

Article 20: Filling of Positions

- Added Storekeeper and Operator and Dispatcher to the Non-Tested Positions list and removed Assistant Operator and Dispatcher.

Article 23: Sick Leave

- Updated Medical-Dental Leave to apply to minor children of employees.

Article 43: General Wage Increases

- 5% effective in the first year of the contract (August 7, 2022).
- 4% effective in the second year of the contract (August 6, 2023).
- 3% effective in the third year of the contract (August 4, 2024).

Article 47: Length of Contract

- 3-year agreement (August 7, 2022 – August 2, 2025).

Premium Pay (“Hazard” Pay)

- \$1,000 one-time lump sum payment to be processed as soon as possible after ratification.

**** There were a few other articles that contained housekeeping changes.**

The remaining articles will stay as current contract language.