



**TWU Local 250-A
7410s**

TWU Local 250-A (7410s) Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective July 1, 2019: 3%</p> <p>Effective December 28, 2019: 1%</p> <p>Effective July 1, 2020: 3% except that if BOS projects budget deficit for FY 2020-2021 that exceeds 200 million, base wage adjustment due on July 2020 will be delayed by 6 months.</p> <p>Effective December 26, 2020: 0.5% except that if March 2020 joint report projects budget deficit for FY 2020-2021 that exceeds 200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.</p> <p>Effective July 1, 2021 3% except that if March 2021 joint report projects budget deficit for FY 2021-2021 that exceeds 200 million, base wage adjustment due on December 26, 2022 will be delayed by 6 months.</p> <p>Effective July 1, 2021 0.5% except that if March 2021 joint report projects budget deficit for FY 2021-2021 that exceeds 200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.</p>
Equity Adjustments	III.D	Employees in class 7410 shall receive an additional \$2.50 per road call when performing road call duties.
Union Security	I.H.	Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.
Non-Discrimination	II.A.	<p>Updates list of Title IX protected classes.</p> <p>Removes definitions and statements of legal rights governed by law.</p> <p>Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)</p> <p>Provide for discrimination protection under MMBA.</p>



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Grievance Procedure	I.G	<ul style="list-style-type: none">• Provides that written reprimands are not subject to the grievance procedures. Employee may submit a timely rebuttal to reprimand• Only Permanent, non-probationary employees may grieve disciplinary suspensions or discharges. The union must initiate this grievance at Step 2.• Requires grievance to include specific details at each step.
Personnel Files	II.C.	<ul style="list-style-type: none">• Provides that materials related to discipline will be sealed in an employee's personnel files two years after the incident.• This provision does not apply to discipline for violation of the City's Equal Employment Opportunity Policies.
Lead Person Pay	III.D.	Increases the premium amount from \$10 per day to \$12.50 per day, and increases to 4 the number of employees one must lead to receive the premium, or when supervising at least 3 non-departmental personnel (ie: SWAP, GA, etc)
Compensatory Time	III.D.	<ul style="list-style-type: none">• Employees in non Z-designated classifications may not earn more than 120 hours of comp time in a fiscal year.• Employees in non Z-designated classifications who are appointed to a position in another department shall have the entire CTO balance paid out at the rate of the underlying classification prior to appointment.
Airport Employee Commute Options Program	IV.D.	Update Airport Employee Transit Options Program from a pilot to a permanent program. Allows Airport employees to receive a monthly allowance instead of free parking pass.



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Protective Uniforms	IV.B	<ul style="list-style-type: none">For protective footwear, the CITY agrees to provide each employee with a \$250.00 voucher once a year that can be used by the employee to acquire protective footwear <p>The CITY agrees to provide one a total of eleven (11) clean pair of protective coveralls uniforms, selected by employees in some combination of the following: (a) coveralls, (b) bib overalls, or (c) work pants and shirts) each working day, to each employee. On an annual basis, employees may select a different combination of protective uniforms. Employees must wear a protective uniform while working. In addition, the CITY will provide two work jackets to new employees at the start of their employment and to each current employee no later than October 1, 2019. The cost of coveralls furnishing and laundering of the same protective uniforms and jackets shall be paid by the CITY.</p>
Gender Pronouns	Multiple Sections	<ul style="list-style-type: none">In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
SAPP	Appendix C	Proposal from the city to move from urine testing to oral fluids testing for use of substances.
Probationary Period	II.G	<p>Lowered probationary period for new appointees from 2080 regularly scheduled hours to 1040 regularly scheduled hours worked.</p> <p>Clarifies that probationary period is based on hours worked, not months employed pursuant to Civil Service Rules.</p> <p>Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.</p>
Bereavement Leave	III.L	For informational purposes only, Civil Service Rule 120.7.3 provides for bereavement leave.
Adjustments to Pay	III.B	<ul style="list-style-type: none">Establishes guidelines and timelines for correcting situations of overpayment or underpayment.
Union Access	I.I	<p>New Proposed language.</p> <p>City wide proposal to standardize process for Union representatives access to work sites.</p>
Savings Clause	V.A	Update savings clause to be consistent with other contracts.
Jury Duty	III.G	Inserts standard language regarding employee rights to leave and pay during jury duty.



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Issue	MOU Section	Summary
Bulletin Boards	I.I	Delineates guidelines for use of space on bulletin boards in City buildings.
Term	V.C.	Three-year term (July 1, 2019 to June 30, 2022)
