



Carpenters Local 22 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, at close of business: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026, at close of business: 2% January 2, 2027: 2% June 30, 2027, at close of business: 2.5%
Term	V.C.	Establishes term of MOU July 1, 2024, through and inclusive of June 30, 2027.
Cover Page Cleanup	Title Page	Revises title page for new MOU.
Recognition	I.A.	Revises Representation and Recognition language for new MOU.
No Work Stoppages	I.E. Appx. A	Revises No Work Stoppages section to remove reference to sympathy strikes. Deletes Appendix A containing Charter Section A8.346. Adds side letter to indicate removal of A8.346 shall not be construed as evidence relating to validity of the section.
Joint Advisory Committee	I.F.	Revises JAC language for new MOU.
Grievance Procedure	I.H	Establishes Arbitration Panel Pilot Program. Sets 3 standing dates annually for full arbitration of appropriate grievances. Allows for submission of contract interpretation grievances to expedited arbitration with mutual agreement.
Discipline & Skelly Rights	I.I.	Adds “just cause” disciplinary language.
Representatives and Stewards	I.J.	Adds language regarding identification of representatives and stewards. Includes requirement to amend list as necessary.
Bulletin Boards	I.L.	Adds bulletin board posting and maintenance requirements.



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Apprenticeship Program	I.M.	Revises Apprenticeship Program language for new MOU.
Career Development	I.M. IV.A.	Revises tuition reimbursement section for new MOU. Increases individual allocation from \$750 to \$1000. Agreement to meet and confer regarding Piler Worker apprenticeships not later than 9/1/2024. Adds side letter agreeing to meet and discuss utilizing IV.B. training funds for training provided by Union.
Prop F and Exempt Employees	II.N.	Amends current language to specify the parties shall meet by 12/31/2025 to review Category 17 and 18 positions that may be appropriate for conversion to PCS.
Internal Adjustment	III.A.	1% base wage increase for represented employees 7/1/2024. 1% base wage increase for represented employees 7/1/2025. Adds side letter regarding expanded training for bargaining unit members.
Rest Between Shifts	III.E.	Adds rest period section. Ensures option of 8 hours rest between shifts.
Acting Assignment	III.F.	Adds requirement for DHR approval of acting assignments lasting longer than 6 months.
Locksmith Premium	III.F.	Adds premium of 5% for 7344 Carpenters performing 7342 Locksmith duties at Port.
DPW Lead Carpenter Supervisor Premium	III.F.	When there is no existing 7272 Carpenter Supervisor II above 7226 Carpenter Supervisor I's at DPW, the senior non-probationary PCS 7226 Carpenter Supervisor I shall receive a premium of 5% above their base pay.
Holiday Carryover	III.G.	Adds option to use in-lieu day in the next fiscal year.
Appointment	III.K.	Adds language to clarify that journey level positions are appointed at step 5.
Parking	III.X.	Revises parking language for new MOU.
Health & Safety	V.A.	Deletes "Work Environment" section and replaces with "Health & Safety." Adds new procedural provisions for responding to unsafe conditions.



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Issue	MOU Section	Summary
Work Clothing	V.B.	Revises work clothing language for new MOU. Adds requirement that Departments establish a regular, annual date to provide equipment or allowance.
Reopener	VI.B.	Strikes reopener provisions. Adds side letter regarding hiring hall referrals for TEX positions.
Pile Drivers Appendix	Appx. G.	Revises Pile Drivers appendix for new MOU. Adds ADCI standards to medical examinations for divers.
Substance Abuse Prevention Policy	Appx. L	Revises policy for new MOU. Deletes unrelated classifications.
Supervisor II Side Letter	Side Letter	Establishes new dates for committee meeting depending on outcome of Grievance ERD No. 90-22-4264.
Underwater Diving Pay	Side Letter	Adds side letter regarding creation of committee to discuss creation of new Pile Worker classifications.