



TWU Local 250-A Multi - Bargaining Summary

Issue	MOU	Summary
Wages	III.A.	<p>Effective 07/01/2019: 3%</p> <p>Effective 12/28/2019: 1%</p> <p>Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.</p> <p>Effective 12/26/2020: 0.5% except that if the 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 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.</p> <p>Effective 01/08/2022: 0.5% except that if the 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>
Bilingual Pay	III.C.	<p>Increases bilingual pay from \$40 to \$60 per pay period.</p> <p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services, and be certified as bilingual.</p> <p>The City may require an employee to recertify not more than once annually.</p>
Union Security	I.H.	<p>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.</p>
Non-Discrimination	II.A.	<p>Updates list of Title IX protected classes.</p> <p>Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)</p>
Grievance Procedure	I.G.	<p>Requires grievance includes specific details at each step.</p>



Issue	MOU	Summary
		Changes timelines from working days to calendar days. Clarifies the responsibilities of the Employee Relations Director and Union in moving a grievance to arbitration.
Bulletin Boards	I.I.	Clarifies that the Union shall not post literature that is discriminatory, harassing, or violates City policy or the law.
Union Access	I.I.	Union representatives must provide advance notice and also receive approval from the department in order to use department meeting space.
Personnel Files	II.D.	Clarifies that employees will receive notice of and the opportunity to attach a response to adverse material that will be entered into the personnel file. Discipline records older than two years will no longer be removed from the file but at the request of the employee may be sealed under certain circumstances.
Tuition Reimbursement	II.F	Increases fund from \$10,000 to \$15,000. Increases per employee allocation from \$700 to \$1000. 6124s – Principal Inspectors may use up to \$2000 each to take part in Department-approved supervisory/ leadership training.
Probationary Period	II.H.	Clarifies that probationary period is based on hours worked, not months employed pursuant to Civil Service Rules. Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
Jury Duty	II.K.	Inserts standard language regarding employee rights to leave and pay during jury duty.
Acting Assignment Pay	III.C.	Modifies acting assignment to a fixed rate of 5% above the employee’s base salary.
Pro Sports Event Inspections and Temporary Event Bidding Process	III.C.	Effective <u>until</u> June 30, 2021: <ul style="list-style-type: none"> Increases the premium from \$225 to \$310. An employee working a sporting event inspection assignment now has the option to receive compensatory time instead of the premium. Clarifies that this provision applies to weekend, holiday and evening work, and adds basketball. Effective July 1, 2021:



Issue	MOU	Summary
		<ul style="list-style-type: none"> employees will only receive compensatory time and no premium pay. <p>Codifies a bid process for temporary event inspection assignments and in 2020 adds sporting events to the bid process.</p>
Retroactive Pay for Saturday shift	III.C.	A one-time retroactive premium of 5% on Saturday hours worked by approximately ten inspectors for two years.
Vector Control Premium	III.C	A new premium of 2% when in possession of a Vector Control Certification and assigned to perform work requiring that certification.
Compensatory Time	III.D.	<p>Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year:</p> <ul style="list-style-type: none"> Z-designated (FLSA exempt) cap at 160 hours, only 120 hours can carry forward Non-Z designated (FLSA covered) cap at 80 hours
Airport Eco Program	III.Q.	<p>Update Airport Employee Transit Options Program from a pilot to a permanent program.</p> <p>Allows Airport employees to receive a monthly allowance instead of free parking pass.</p>
Savings Clause	V.A.	Update savings clause to be consistent with other contracts.
SAPP	App. C	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
Gender Pronouns	Multiple Sections	Remove all gender pronouns and replace with the titles of the parties in question; complies with MLB Executive Order 18-03.
Duration of Agreement	V.C.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.