



**CONFIRE**

## STAFF REPORT

**DATE: 9/15/2022**

**FROM: Mike Bell , Interim Director**

**TO: Board of Directors**

---

**SUBJECT: Approval of MOU between CWA Local 9588 and CONFIRE**

---

### **RECOMMENDATION**

Approve the proposed agreement between Communications Workers of America (CWA) Local 9588 and CONFIRE.

### **BACKGROUND INFORMATION**

CWA Local 9588 and Human Resources, Labor Relations Division commenced negotiations for a successor Memorandum of Understanding (MOU). The previous labor agreement expired on July 31, 2020. As part of negotiations, the parties reached agreement covering wages, hours and other terms and conditions of employment through February 28, 2025.

The proposed agreement includes the following items as part of an MOU extension:

- A 4% across-the-board increase effective the pay period following Board approval, a 3% across-the-board increase effective February 25, 2023 and a 3% across-the-board increase effective February 24, 2024.
- A 2.5% equity increase for classification in the Unit effective July 27, 2024
- Increase to Medical Premium Subsidy
- COVID-19 Premium Pay Bonus to all classifications
- Administrative changes to the eligibility for Medical and Dental Plan Coverage and Medical Emergency Leave
- Provide a Flexible Spending Account match of \$10 per pay period for employees who enroll in FSA and the Gold Plans.
- New Associate Dispatcher Differential of 2.5% while employees are working evaluations shifts
- Reduction # of hours employees have to work before being eligible to use Vacation Leave
- Reimplementation of the Center Accreditation Bonus
- Increase to the Shift Differential and Shift Trainer Differential
- Increase certain amounts of sick leave that transfer to the Retirement Medical Trust by 5%
- Establish unit's eligibility for the Modified Benefit Option
- COVID-19 Premium Pay Bonus

## **FINANCIAL IMPACT**

- Approval of this Memorandum of Understanding will result in increased ongoing costs estimated to be \$275,000 in 2022-23, \$500,000 in 2023-24, \$720,000 in 2024-25, and \$750,000 ongoing.
- The MOU also includes a one-time cost of approximately \$95,000 for COVID-19 premium bonus pay. This cost is expected to be funded through American Rescue Plan Act (ARPA) funding, contingent upon the cost being eligible under ARPA guidelines.