

SUMMARY OF 2024-2026 PEU CONTRACT CHANGES

Article	Subject	Description	Fiscal Impact
Agreement	Agreement	Housekeeping- Clarifies the Union Certification Background	N
1	Inclusions	Housekeeping-Clarifies Union Positions included in Contract per recent legislation	N
5	Union Rights	Allows up to four union members to participate on bargaining team	N
5	Union Rights	City agrees to provide a monthly list of eligible employees to Union	N
6	Labor Management Committee	Agrees that meetings will be scheduled as mutually agreed	N
7	Employee Rights	English as a Second Language Courses will be supported by the City	Y
10	Position Changes	Allows for a four-hour minimum temporary step-up pay for employees in Public Works	Y
11	Personnel Files	Allows employee fourteen days to provide a response to disciplinary documentation in personnel file.	N
14	Layoff and Recall	Recalled and reinstated employees shall retain seniority, wages and benefits	N
15	Grievance Procedures	Clarifies Arbitration Process	N
15	Promotions	Changes promotion rate from 5% to 10% or the beginning of the pay grade, whichever is higher	Y
20	Overtime	Clarifies that Floating Holidays not considered work hour for overtime purposes	N
20	Special Event Premium Pay	Allows for Special Event Pay paid at 1.5 X the employee's hourly rate of pay	Y
21	Holidays	Transforms Birthday Holiday to Floating Holiday with two additional Floating Holidays which are not considered overtime for OT calculation purposes, totaling three floating holidays for PEU employees	Y
21	Holidays	Clarifies Holiday eligibility for ten- and twelve-hour shift workers	N
22	Union Leave	Union may designate up to four representatives on the bargaining team	
22	Sick Leave	Clarifies dependent eligibility for sick leave	N
22	Bereavement Leave	Clarifies dependent eligibility for bereavement leave	N
22	Paid Parental Leave	Allows for twelve weeks of paid parental leave concurrent with FMLA for birth or adoption of a child	Y

26	Training and Education	Allows for pre-payment of course tuition, books and training materials. Creates a tiered reward system for different levels of higher learning	Y
27	Wages	Effective October 1, 2024, a 5% increase for all PEU employees plus adjustments for Class & Compensation and Time in position for employees hired before October 1, 2024. Another COLA (cost of living) increase for all PEU employees effective October 1, 2025	Y
27	Longevity	Increased annual longevity payments from \$375 for 5 years to \$500 and from \$75 to \$100 each following year	Y
29	Contract Term and Renewal	The contract will expire on September 30, 2026 after two years	N
Appendix A	Bargaining Unit Classification	City will be asking for Unit Clarifications to be reviewed and verified by PERC	N
Appendix B	Solid Waste Task List	Defines Task System	N
Appendix C	Pay Grades	Shows the Bargained Pay Grades as Proposed by the City's Class & Comp Professional	Y
Appendix D	Implementing a New Pay Plan	Provides a short overview of compensation theory used in calculations for City employees	Y