

## Summary of Changes to Our CBA with the AFSCME

1. This is the successor agreement to our collective bargaining agreement (CBA) with AFSCME that expired on December 31, 2018. This is a three-year agreement that will end on December 31, 2021.
2. The Parties agreed on language identifying which employees the AFSCME unit represents and allowing the City to use temporary (seasonal) and emergency employees to perform AFSCME covered work for up to 9 months during the peak time period in exchange for a “work permit fee” of \$12/employee/pay period (anticipated to be less than \$10,000/yr).
3. The parties agreed upon language to comply with the US Supreme Court decision in Janus about when Union dues have to be paid by employees.
4. The parties agreed upon language covering the State “sick leave” law.
5. The City agreed to increase the tool allowance for mechanics by \$300/employee/year.
6. The City agreed to pay the “boot” allowance of \$200/year (a \$50/year increase) and a “pant” allowance of \$200/year in the January 20<sup>th</sup> paycheck each year.
7. The parties made a variety of house-keeping changes such as changing all citations to the City’s “Administrative Guidelines” to “City Policies” and other non-substantive language changes leaving most parts of the current agreement in place.
8. The parties agreed on a wage proposal. Base wages shall be adjusted as follows:
  - January 1, 2019-2%
  - January 1, 2020-covered employees will receive a salary increase of 90% of Seattle- CPI-U (based on July 1, 2018-June 30, 2019 CPI figures) with a minimum increase of 1% and a maximum increase of 4%.
  - January 1, 2021- covered employees will receive a salary increase of 90% of Seattle- CPI-U (based on July 1, 2018-June 30, 2019 CPI figures) with a minimum increase of 1% and a maximum increase of 4%.
11. The sales tax table used to determine wages was eliminated in this agreement.