

## Summary of Changes to Our CBA with IUOE

1. This is the successor agreement to our collective bargaining agreement (CBA) with IUOE that expired on December 31, 2018. This is a three-year agreement that will end on December 31, 2021.
2. 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.
3. The parties agreed upon language covering the State “sick leave” law.
4. The City agreed to pay a “boot” allowance of \$150/year (new language) in the January 20<sup>th</sup> paycheck each year-an increase of \$300/life of contract for each member.
5. 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.
6. 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-Tacoma-Bellevue 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-Tacoma-Bellevue CPI-U (based on July 1, 2019-June 30, 2020 CPI figures) with a minimum increase of 1% and a maximum increase of 4%.

7. The sales tax table used to determine wages was eliminated in this agreement.
8. The City agreed to replace the current longevity pay of: Ten (10) years \$250, Fifteen (15) years \$500, Twenty-Five (25) or more years \$750, with

Years	5-9	10-14	15-19	20+
Amount	\$700	\$1200	\$1700	\$2200

9. The City agreed to provide \$.05/hr. worked into the IUOE Education Fund with the understanding that IUOE would send at least one of the City’s employees to relevant training in Houston, TX during the contract term. The cost is \$832/yr maximum.
10. The City agreed to increase the pay of the Operations Supervisor Mechanic by 2.5% to maintain a reasonable salary difference between next lowest classification.