

**To:** City Council Members

**From:** James F. Bischoff, P.E. Director of Public Works

**Date:** December 11, 2020

**Ref:** Ratified Collective Bargaining Agreement with the UNITED STEELWORKERS LOCAL 1949-2A

The United Steelworkers Local 1949-2A and the City have agreed to a new contract. The parties reached a tentative agreement and the membership voted to accept the agreement on 10-14-2020. The following is a short synopsis of the agreed upon changes to the 3-year contract:

1. 2.25% wage increase each year of the contract
2. Changing vacation payout for employees with 25 years or more of service. The max payout is 840 hours.
3. Change grievance procedure to streamline process (non-economic)
4. Removed Section 8 (Career Training Programs) from Article 7 (non-economic)
4. Minor wording (clean up) changes to several articles. (non-economic)