



Bargaining Team

CBA Articles Change Digital Form

Team # 1

Members:

Julie DeVoe

Kim V.

Date: 4/30/16

Article Number to Be Changed: 6

Affects other Articles#/Sect. #

Section Number to Be Changed: 1 & 2

Change to the Following Verbiage:

ARTICLE 6 – NON-DISCRIMINATION

Section 1. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, marital status, race, color, sex, **sexual orientation, gender**, creed, religion, national origin, political affiliation, union affiliation, or mental/physical limitations unrelated to job performance. Each party shall share, within the limits of their responsibility, the application of this provision of the Agreement.

Section 2. The City and the COBEA agree not to discriminate against any employee for his activity or non-activity on behalf of, or membership in ~~the~~ COBEA. Section 3. All references to employees or officers in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

Reasoning:

Add sexual orientation, gender so all potential equal right biases are listed.

Start new paragraph with Section 2.

Notes: