**Strong COLA** – Article 30

**Exchange PP for 2 additional steps** – Article 30

8 instead of 6 which is more comparable to Portland, Gresham, Hillsboro, Redmond and Deschutes County

**Bumping Rights time limit** – Article 16 (16.2 (C)) new section for clarity

Preserve the intent of the “bumping rights” during layoff without swinging the pendulum to adversely affect other long-term members

**Longevity one-time bonus or sabbatical** - New Article

the concept of recognizing the length of public service and rewarding significant anniversary dates while also acknowledging position worth and maintaining a higher value on motivation and incentive for job performance over seniority.

**PDQ Resolution Timeframe** –Article 13 (13.12)

Update language to protect members working out of class and prevent the extreme delays or even management advantage in working employees in higher classifications without paying the higher wage grade.

**Comp Study language for timeframes and comp cities** – New Article

While comp studies are too large to encompass in every contract negotiations and not necessary to address every 3 years, the need for language that outlines when and how we address wage studies is critical. The chosen comparable jurisdictions are also in question.

**Essential worker emergency differential**- New Article

Similar to the night shift differential, this would acknowledge those essential workers who are required to be at risk during emergencies such as the Pandemic and snow closure days. Basically, extra payment for those who cannot work from home and must be put at greater risk as they are required to maintain public facing essential services.

**License and/certification pay** – New Article

Employees with electrical certs are used instead of electricians and should be receiving a premium. Also, number of certification used or essential to business for the City should have a premium in order to help bring equity to pay differences in work of comparable character and complexity.

**Paid Family Leave** – Article 18 (section 18.4)

paid leave for birth or adoption by the member or partner

**Parking Permit for Downtown Provided** – Article 33

With the reduction in spaces downtown, new parking management improvements and a good amount of employees working remotely, the parking issue is not the extreme challenge that it used to be for the City. The City is capable of purchasing parking passes for those scheduled to work downtown for more than 4hrs a day.

**Additional paid holidays** – Article 19 (Section 19.1)

Juneteenth and Election day for obvious reasons of observing and celebrating their significance to our nation’s history and democracy.

**Fix Special Holiday Pay Language** – Article 19 (19.6)

Clarify the benefit/bonus in 19.6 Special Circumstances so the 19.7 does not seem to cancel it out.

**Member and/or COBEA involvement in a grievance** – Article 11 (Section 11.4, Step III)

Clarify COBEA’s required involvement in advancing the grievance at a particular step.

**Address JDs with Driver’s License requirements** – New Article

Almost all JDs list a driver’s license as a requirement and yet driving on the job is not required. This is discriminatory toward the younger generations who choose not to drive as well as leaving opportunity for discharge based on not maintaining a license.

**Teleworking Language adjustments to be more accessible** – Article 32 (32.1 and new section)

Managers and directors not HR sign-off as well as some language to the intent of encouraging teleworking or hybrid work wherever possible.

**Address time limits on LTDs and temps** – Article 1 (section 1.2)

LTD positions expirations need direction and limit the continual use of temp work as well and evolution to “contracted” positions for COBEA work.

**Address Telematics MOU** **and any other expiring MOUs**– address any expiration of MOUs or language as well as any required revisions