

Bargaining Items under consideration (pulled from the member survey)

- COLA and comp studies - the City's comp study does not include Redmond or Portland, why? And how do we get them to consider area's with similar cost of living for our comp study not just jurisdiction of similar size? Also, should we just include grades left out of recent studies or should we tackle our entire class structure?
- B3/PP needs deleted, removed and possible 7th step added instead
- Vacation should be the same as non-represented
- Probation needs to go back to 6m to 1yr
- LTDs hired internally from within our membership need seniority protection and position protection while taking an LTD position to help out. We should get copies of all LTD contracts. Management seems to be using LTD positions in place of regular hiring practices where there are restrictions on temp positions.
- Leads need to be better defined and need to be paid at an equal grade level.
- 5% for out of class pay vs. pay for actual out of class grade needs resolved or at least 5-10% for all hours worked, not just the hours out of class? This used to be better but now it's a bit usury and not equitable. And how do we approach pay for certs where cert isn't required for our job but with the cert, we can fill in for another job class?
- We need a defined work from home policy as an option for members not just non-members.
- Our members ask about donating sick leave and PTO. We need to know the pros and cons, any legal issues or unintended consequences.
- Election day paid day off to not just vote but help others vote and to celebrate democracy. We could be a part of a movement or start one nationally to recognize and therefore participate more in our democracy. Independence Day means little if we don't also celebrate the right to vote.
- What are short term leave and welfare benefits in other jurisdictions? We seem limited with our gap between sick/comp/vacation time and disability. Is this the norm?
- Policies for working or paid leave during natural disasters and other emergencies should be defined.
- We know management can change our job descriptions at will and we have no say in them except for the right to "bargain the impact" on our wage, benefits and working conditions. What are our pro-active rights? Can we have in our contract that we have to be made aware of new or changing job descriptions both represented and non-represented?