



COBEA

2019-2022 Bargaining Update

COBEA members,

Your bargaining team tentatively approved a new contract with the City around 6pm last night. Woohoo! Right down to the last minute, they worked hard and stood their ground for the entire Association.

This update includes brief information on some of those key topics. However, as soon as we have a full red-lined copy of the contract ready we will be sending that out to you.

We'll be sending invites out for campus meetings shortly as well. We want to be sure committee members are able to answer your questions and provide timelines on next steps.

Please join me in thanking your bargaining team members for their commitment and hard work. Cheers! Kerry

2019 Bargaining Committee

Brice Blackwelder
Roy Bradley
Tim Carlson
David Crabtree
Corey Mastrud
Jeromy Miller
Mike Niles
Shelia Pyott
Julie Price
Sandra Roberts
Cally Whitman

CONTRACT IS TA'D!

Brief summary of the hottest topics
(See the red-lined contract once released for full detail)

Wages

COLA = 3% this year, retroactive to July 25th 2019, 2.8% July 2020, 2.8% July 2021. We did bargain market increases for Equipment Techs and Water Utility Workers as well as gain equity in the Lead premium pay across the City.

Overtime and On Call

Current Contract Language!

Vacation

Vacation will match the Employee Handbook which brings equity between non-represented staff and the COBEA association. Please note that anyone currently in the COBEA 6-10 year bracket will not lose their accrual rate. All other members and new-hires will benefit from the new accrual timelines starting December 25th 2019.

Night Shift Differential

We maintained the paid half hour lunch while also gaining a \$0.50 hourly Night Shift Differential for all regularly scheduled hours between 6pm and 6am for Streets and Facilities

Telecommuting

Language is being added to our contract.

Downtown Parking

For all downtown members a \$30 Mobility Stipend will be provided. The City will also create a new Employee Mobility Committee to which COBEA will appoint two members to serve. The committee will be tasked with identifying methods for addressing current and future organization and employee needs.

Probation

Probation will be 12 months with the exception of one apprentice position with particular requirements. See red-lined contract for more detail.

Other areas with improved benefit include: LTD seniority in a layoff situation, out of class pay, clothing stipends and more