



2023 PEA UNION NEGOTIATIONS CONTRACT OVERVIEW

3 year
contract:
2023-2025

CONTRACT CHANGES

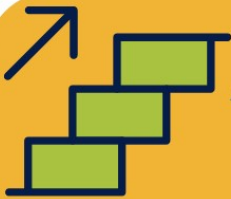
8 weeks paid parental leave

+2 days bereavement leave and expanded definition of "family"

+1 vacation day for 20+ years (total of 29 days)

Added equity language

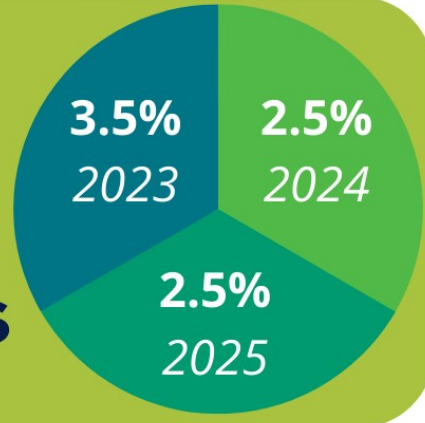
Elimination of Civil Service Rules 6 and 7



Annualized steps

- Step 1 eliminated (steps will get renumbered; max. of 7 steps now)
- Annualized step every year on your anniversary hire date (until you reach the new top step)
- Top step wage will increase 1%

Cost of living increases



Longevity pay

Years of service	Bi-weekly amount (starting in 2024)
10-14 years	\$24 (\$624/yr)
15-19 years	\$32 (\$832/yr)
20+ years	\$40 (\$1,040/yr)

Bi-weekly amounts added to paychecks. Amounts would increase with COLA. Not part of base pay.



Performance Zone/bonus pay

- Enter Performance Zone after reaching top step
- Earn 1%, 2%, or 3% based on annual review (Unsatisfactory would result in 0%.)
- Will receive COLA increases
- Begins 2025 (from reviews in 2024)
- Max. salary limits increase 9% from current top rates
- Added to base pay



Deferred comp \$100 per year increase

2023: \$700 | 2024: \$800 | 2025: \$900

Maintain benefits for overtime pay, seniority, severance, and sick time.



- Safety Labor Management Committee
- Paid time off for workplace violence or safety issues