

**Summary of Changes to Proposed Memorandums of Understanding with
AFSCME Local 829, Teamsters Mid-Management Local 856, Teamsters
Confidential Local 856, and IUOE Local 39**

A. AFSCME Local 829

1. Term: July 1, 2020 – June 30, 2021
2. Across-the-board wage adjustments of 3% effective July 9, 2021
3. Modifications to Union Membership, dues, and new hire communications for legal updates.
4. Ability to reduce probation periods from 12 months to 6 months for promotions within a classification series, at Department Head discretion.
5. Modifications to include call-back pay eligibility for Communications Dispatchers.
6. Temporary Acting Assignments limited to six months unless Union is notified with explanation of circumstances.
7. Modifications to vacation cash-out procedures for IRS compliance.
8. Modifications to sick leave provisions for legal updates.
9. Change Columbus Day to Indigenous Peoples' day, per prior Council action.
10. Provision to establish a Labor-Management Committee.
11. Clean-up: Non-substantive changes for clarifications and removal of outdated or conflicting language by mutual agreement.

B. Teamsters Local 856 – Mid-Management Unit

1. Term: July 1, 2020 – June 30, 2021
2. Across-the-board wage adjustments of 3% effective July 9, 2021
3. Modifications to Union Membership, dues, and new hire communications for legal updates.
4. Modifications to vacation cash-out procedures for IRS compliance.

Attachment 1

5. Modifications to sick leave provisions for legal updates.
6. Modifications to CFRA/FMLA/Pregnancy Disability Leave and Extended Parental Leave for legal updates, clarification of conflicting provisions, and gender-neutral eligibility.
7. Convert Personal and Professional Development/Wellness expense reimbursement program to an annual stipend, with the amount unchanged at \$750 annually.
8. Expand eligibility for bilingual incentive pay from two designated Recreation and Community Services Coordinator positions to all Recreation and Community Services Coordinator positions, and add Mandarin and Cantonese as languages eligible for incentive pay.
9. Change Columbus Day to Indigenous Peoples' day, per prior Council action.
10. Clean-up: Non-substantive changes for clarifications and removal of outdated or conflicting language by mutual agreement.

C. Teamsters Local 856 – Confidential Unit

1. Term: July 1, 2020 – June 30, 2021
2. Across-the-board wage adjustments of 3% effective July 9, 2021
3. Modifications to Union Membership, dues, and new hire communications for legal updates.
4. Modifications to vacation cash-out procedures for IRS compliance.
5. Modifications to sick leave provisions for legal updates.
6. Change Columbus Day to Indigenous Peoples' day, per prior Council action.
7. Clean-up: Non-substantive changes for clarifications and removal of outdated or conflicting language by mutual agreement.

D. IOUE Local 39

1. Term: July 1, 2020 – June 30, 2021
2. Across-the-board wage adjustments of 3% effective July 9, 2021

Attachment 1

3. Modifications to Union Membership, dues, and new hire communications for legal updates.
4. Modifications to vacation cash-out procedures for IRS compliance.
5. Modifications to sick leave provisions for legal updates.
6. Change Columbus Day to Indigenous Peoples' day, per prior Council action.
7. Clean-up: Non-substantive changes for clarifications and removal of outdated or conflicting language by mutual agreement.