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**Changes to the Labor Agreement between the City of**

**Gainesville and the Communications Workers of America, Non-Supervisory Unit**

**Local No. 3170**

**Effective January 1, 2022 – December 31, 2024**

These changes to the 2022 – 2024 **Non-Supervisory** Agreement have been reached through negotiations between the Communications Workers of America and the City of Gainesville, and were ratified by the Communications Workers of America on December 14, 2021. Where necessary, dates, policy references, and article reference numbers were changed throughout the Agreements.

**Article 8 – Grievance Procedure**

8.3.H. (Step 3): Updated to say ‘appropriate Charter Officer’ instead of City Manager or General Manager for Utilities.

**Article 12 – PTO**

12.7: Added ‘Article 26 (Leave of Absence With or Without Pay)’ to the list of leaves where employees are not required to first use 16 hours of PTO.

12.17: Updated PTO sell back to permit cash out any one time during the fiscal year.

**Article 13 – Holidays**

13.1: Added Juneteenth as an official holiday. Added language triggering bargaining in the event additional holidays are declared by the Commission.

**Article 15 – Premium Pay**

15.10: Changed trigger for Out of Class pay from 40 consecutive hours in a pay period to 80 consecutive hours. Modified language to permit Out of Class premium pay on all hours in a pay status (excluding Leaves of Absence), instead of only hours worked and holidays.

15.11: Changed trigger for Special Assignment pay from 40 consecutive hours in a pay period to 80 consecutive hours. Modified language to permit Special Assignment premium pay on all hours in a pay status (excluding Leaves of Absence), instead of only hours worked and holidays.

15.12: Added language clarifying that where policy conflicts with contract on Acting Assignments, the contract will prevail.

**Article 22 – Hospitalization and Life Insurance**

22.3: Updated dates to reflect term of contract.

**Article 24 – Miscellaneous Employee Benefits**

* 24.3: Updated expiration date on Police Service Technician allowances, and on use of uniform allowance toward purchase of approved, job appropriate footwear, to coincide with expiration of contract. Added Leather Allowance for Police Forensic Crime Technicians.
* 24.6: Increased value of Gas Pipeline Welder Supplement by 2½% each year.
* 24.7: Increased value of Dept. of Transportation and Mobility Electrical Certification Pay by 2½% each year.

**Article 34 – Wages**

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| --- | --- | --- | --- |
| CONTRACT YEAR | GENERAL WAGE  INCREASE | EFFECTIVE DATE | ELIGIBILITY |
| 2022 | 2.5% | January 10, 2022 | Those not progressing in a PTTP, and limited by the pay range maximum. |
| 2023 | 2.5% | January 9, 2023 | Those not progressing in a PTTP, and limited by the pay range maximum. |
| 2024 | 2.5% | January 8, 2024 | Those not progressing in a PTTP, and limited by the pay range maximum. |

* 34.1: Provided for 2½% increase to range maximums in January 2023 and January 2024.
* 34.9: Updated Living Wage, increasing it from $14.25/hour to $15/hour, effective January 10, 2022.