

2024 OE#3 NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

The City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining. The City reserves the right to modify, amend and/or add issues to raise during bargaining to the extent that such issues are mandatory subjects of bargaining.

TERM

- Term of Agreement
- Period of Memorandum of Agreement

WAGES AND SPECIAL PAY

- Wages
- Working in a Higher Classification
- Premium Pays
- Bilingual Pay
- Shift Differential- Eligibility
- Protective Footwear
- Overpayment of Compensation

HOURS OF WORK AND OVERTIME

- Overtime

BENEFITS

- Paid Parental Leave
- Health In-Lieu for Single Only

PERFORMANCE APPRAISALS

- Appeals

DISCIPLINARY ACTION

- Discipline Appeals

GRIEVANCE PROCEDURE

- Grievance Procedure

LAYOFF

- Layoffs & Bumping and Layoff Reinstatement List

VACATION

- Vacation for Initial Probationary Employees
- Actual Service Definition for Probationary Period Calculation

2024 OE#3 NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

OTHER

- Housekeeping (e.g., revise outdated language and correct typographical errors)
- Other Operational Issues