

Operating Engineers, Local 3

Term - ARTICLE 1 PERIOD OF MEMORANDUM OF AGREEMENT This Agreement shall become effective ~~October 1, 2019~~, July 1, 2021, except where otherwise provided, and shall remain in effect through June 30, ~~2021~~ 2024. No amendment or change to the provisions of this Agreement shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties. It is mutually agreed that the first meeting of the parties will be held no later than fifteen (15) calendar days after the City or Union receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates.

Wages - Fiscal Year ~~2019-2020~~ 2021-2022. Effective ~~October 6, 2019~~ July 1, 2021, all salary ranges for employees holding positions in classifications assigned to OE#3 shall be increased by approximately ~~3%~~ 5%.

Fiscal Year ~~2020-2021~~ 2022-2023. Effective ~~June 28, 2020~~ the first pay period in July, all salary ranges for employees holding positions in classifications assigned to OE#3 shall be increased by approximately ~~3%~~ 5%.

Fiscal Year 2023-2024 – Effective the first pay period in July, all salary ranges for employees holding positions in classifications assigned to OE#3 shall be increased by approximately 5%.

Essential/Disaster Service Worker Bonus-The majority of OE#3 employees were designated as essential workers during the pandemic, and the few classifications that were not deemed essential were redeployed as disaster service workers. In appreciation for their service during the pandemic, the City agrees to provide a \$1000 bonus to all employees in the OE#3 bargaining unit.

Me Too Clause to be submitted.