

Members,

The union and city have tentatively agreed to a contract. Please see the changes below.

Contract Changes

Article 5 Union Business

- Changes were made to the time pool due to SB1296. The Union will now have to reimburse the city for pay and benefits when a member uses Union Business time.
- Effective Oct. 1, the Union shall fully reimburse the City for all costs.
- Time pool donations will now be made in October, a change from January.

Article 7 Grievance Procedure

- The Union may now take a grievance to the Labor/Management Committee. The old language said we had to.
- If discipline is issued by a department head, you may now skip the supervisor step. Supervisors in the past did not have the authority to overturn this type of discipline.
- Upon receiving discipline, you may file a grievance or appeal to the City Manager as outlined in the ordinance. Once one is selected, you cannot do the other. This is just clearing up what has been done for 20-plus years.

Article 10 Wages

- Implementation of the Baker Tilly Study. Comes with range adjustments. All increases vary based on scale.
- Step increase for all individuals with a 3+ evaluation.
- Individuals at Step 15 receive a \$1,000 lump sum.
- Years 2 and 3 include a reopener for wage increases only. Not the whole contract. All benefits are locked in for 3 years.

Article 12 Benefits

- Tier 2 retirement health subsidy increase: minimum to \$164.50 a month, up from \$143.60. Maximum to \$493.50, up from \$430.80.
- Tier 3 retirement health subsidy increase: minimum to \$166.56 a month, up from \$143.60. Maximum to \$312.30, up from \$272.59.

Article 16 Duration of Agreement

- 3-year contract. Again, reopener for wage increases for years two and three.

Things we talked about with no changes: comp time, expiration dates on add pays, and the ability to change hours in Blue or Supervisory.

So, what's next?

We will hold two meetings at our hall. At these meetings, we will go over everything in detail. We will have copies of the CBAs with the changes. This will include all pay charts. We will also have stations set up to see what your pay will be going to. Please have your ID number. That is how we will look this up, not by name. Meetings will be held in our hall.

Location: 1025 Santa Barbara Blvd., Cape Coral, FL 33991

Wednesday, September 30th from 1 p.m. to 4 p.m.

Thursday, October 1st from 4 p.m. to 7 p.m.

Voting on the contract: October 2nd from 6 a.m. to 6 p.m. at the Hall

Any questions please reach out to your Unit Chairs or Stewards.

Thank you all

David Jimenez

President Local 2301