

**CITY OF LONG BEACH
LAST, BEST AND FINAL OFFER
TO THE
INTERNATIONAL ASSOCIATION OF AEROSPACE WORKERS AND MACHINIST
UNION**

September 27, 2023

1. Article I – MOU

a. Section V.F - Local Lodge President

The Union can appoint a City employee to serve as Local Lodge President. The Local Lodge President can serve on a part-time basis, utilizing available Union business leave hours, to conduct general union business in accordance with (E.2). The Local Lodge President can serve on a full-time basis, in accordance with the Letter of Agreement regarding Union Leave of Absence (Appendix D).

2. Article II – Salaries and Compensation- MOU clean-up language in addition to the following revisions:

a. **General Salary Increase**

- i. Effective the first day of the pay period including October 1, 2023, or the first full pay period following City Council adoption, whichever comes later, all bargaining unit members shall receive a one percent (1%) General Salary Increase to the base hourly rate.
- ii. Effective the first full pay period including October 1, 2024, all bargaining unit members shall receive a one percent (1%) General Salary Increase to the base hourly rate.
- iii. Effective the first full pay period including October 1, 2025, all bargaining unit members shall receive a one and one quarter percent (1.25%) General Salary Increase to the base hourly rate.

b. **Equity Adjustments**

- i. Effective the pay period including October 14, 2023, or the second full pay period following City Council adoption, whichever comes later, the following classifications shall receive a five percent (5%) equity adjustment:

ADMINISTRATIVE AIDE I - II
AIRPORT OPERATIONS ASST I - II
AIRPORT OPERATIONS ASST I - NC
AIRPORT OPERATIONS SPECIALIST I - III
BUS SYSTEMS SPECIALIST I – VII
CASE MANAGER I-III
CLERICAL AIDE I - II NC
CLERK SUPERVISOR
COMMUNICATION SPECIALIST I - VII

COMMUNICATIONS OFFICER
CONTRACT COMPL ANALYST IV
CRIMINALIST I - IV- MISC
CRIMINALIST SUPERVISOR
DIVERSION PROG COORD
EMERGENCY MED EDU COORD
EMERGENCY MED EDUCATOR
EVENTS COORDINATOR I - II
FINANCIAL CONTROLS ANALYST

FINGERPRINT CLASSIFIER
GEO INFO SYSTEMS TECH I – II
HARBOR CONTROL CTR SUPV
HAZARDOUS WASTE COORD
INTELLIGENCE ANALYST I – III
INTERMODAL OPS COORD
LEGAL ADMIN ASSISTANT
LEGAL ASSISTANT I – IV
LEGAL OFFICE ASSISTANT
LEGAL OFFICE SPECIALIST
LEGAL RECORDS SPECIALIST
LEGAL SYS SUPPORT SPEC
LEGAL TECH PROSECUTOR
LIABILITY CLAIMS ASSISTANT II
LICENSE INSPECTOR I - II
LICENSED VOCATIONAL NURSE (LVN)
MECH EQUIP STOCK CLERK I – II
MEDICAL SOCIAL WORKER II
MUSICIAN - NC
NEIGHB SVCS SPEC I – III
NUTRITION AIDE I
OFFICE AUTO ANALYST I – III
OFFICE ADMINISTRATOR
OFFICE SYS ANALYST II – IV
OUTREACH WORKER I-II
PARK NATURALIST
PHYSICIAN ASSISTANT
POLICE CADET - NC
POLICE PROP SUPPLY CLERK I – II

POLICE SVCS SPECIALIST II – III
PORT COMMERCIAL APPRAISER
PORT COMMUNICATIONS SPECLST III - V
PORT FINANCIAL ANALYST I – III
PORT LEASING SALES OFFICER I - V
PORT PLANNER I - V
PORT SEC SYST OPERATOR I – III
PUBLIC HEALTH NUTRITIONIST I – III
PUBLIC HEALTH REGISTRAR
PUBLIC AFFAIRS ASSISTANT
PUBLIC HEALTH PHYSICIAN
REAL ESTATE PROJ COORD II – III
REC LEADER / SPECIALIST II – X – NC
RECREATION ASSISTANT
RECYCLING SPECIALIST I - II
REGISTERED NURSE I - II
SENIOR LIBRARIAN
SENIOR PROSECUTOR ASSISTANT
SENIOR PORT LEASING OFFICER
STOCK AND RECEIVING CLERK
SUPERVISING PROSCOTOR ASST
SUPV – STORES/PROPERTY
SYS SUPPORT SPECIALIST I – VI
SYSTEMS TECHNICIAN I – IV
TRANSPORTATION PLANNER I – IV
VETERINARIAN
VISUAL ARTS SPECIALIST I
WORKERS COMP ADMIN ASST

- ii. Effective the pay period including October 14, 2023, or the second full pay period following City Council adoption, whichever comes later, the following classifications shall receive an eight percent (8%) equity adjustment:

ACCOUNTANT I - III
ACCOUNTANT I – II - NC
ACCOUNTING CLERK I - III
ACCOUNTING CLERK III - NC
ACCOUNTING TECHNICIAN
ACCOUNTING TECHNICIAN - NC
ADMINISTRATIVE ANALYST I - III
ADMINISTRATIVE ANALYST I - III - NC
ANIMAL CONTROL OFFICER I - III
ANIMAL CONTROL OFFICER I - NC
ANIMAL HEALTH TECHNICIAN
ANIMAL SVCS OPERATIONS SUPV
AQUATICS SUPV I - IV
ASST ADMININISTRATIVE ANALYST I – II
BUSINESS DEVELOPMENT ANALYST
BUYER I - III
CAPITAL PROJECTS COORDINATOR I – IV
CITY CLERK ANALYST
CITY CLERK ASSISTANT
CITY CLERK SPECIALIST
CLERK I – III
CLERK I – III - NC
CLERK TYPIST I - IV
CLERK TYPIST I – III - NC

COMMUNITY DEVELOPMENT ANALYST I - III
COMMUNITY WORKER
COMMUNITY WORKER – NC
COMMUNITY SERVICES ASSISTANT I - II
COMMUNITY PROGRAM SPECIALIST I - V
COMMUNITY PROGRAM TECHNICIAN I – II
DEV PROJECT MANAGER II – III
EPIDEMIOLOGIST
EPIDEMIOLOGIST SUPERVISOR
FORENSIC SPECIALIST I-II
FORENSIC SPECIALIST SUPERVISOR
GENERAL LIBRARIAN
GENERAL LIBRARIAN - NC
LABORATORY ANALYST I – III
LABORATORY ASSISTANT I - III
LIBRARY AIDE
LIBRARY ASSISTANT
LIBRARY CLERK I-IV
LIBRARY CLERK I-NC
PAGE-NC
PAYROLL / PERSONNEL ASSISTANT I – III
PAYROLL SPECIALIST I

PARKING CONTROL CHECKER I - II
PARKING CONTROL CHECKER I - NC
PARKING CONTROL SUPERVISOR
PLANNER I - V
PLANNING AIDE
PROJECT BUDGET ANALYST I - III
PROSECUTOR ASSISTANT I - IV

PROSECUTOR ASSISTANT I – IV – NC
REAL ESTATE TECHNICIAN I - II
SAFETY SPECIALIST I - III
SENIOR ANIMAL CONTROL OFFICER
SENIOR ACCOUNTANT I-II
SENIOR CITY CLERK ANALYST
SYSTEMS ANALYST I – II

- iii. Effective the pay period including October 14, 2023, or the second full pay period following City Council adoption, whichever comes later, the following classifications shall receive a thirteen percent (13%) equity adjustment:

ASST MARKETING MANAGER I - III
ASST. TERMINAL SERVICES MANAGER
CHIEF WHARFINGER
COMMUNICATIONS CENTER COORDINATOR
COMMUNICATIONS CENTER SUPERVISOR
COMMUNITY INFORMATION SPECIALIST I-II
COMMUNITY SVS SUPV I – II
COUNSELOR I - II
ENVIRONMENTAL HEALTH SPECIALIST I - IV
ENVIRONMENTAL HEALTH SPCLST - NC
HAZARDOUS MATERIALS SPECIALIST I - II
HEALTH EDUCATOR I - II
LEGISLATIVE AIDE
LEGISLATIVE ASSISTANT
LEGISLATIVE ASSISTANT - NC
MARINA AGENT I – III
MARINA AIDE – NC
MARINA SUPERVISOR I - II
MARKETING MANAGER
MEDICAL ASSISTANT I-II
MICROBIOLOGIST I - III
MICROBIOLOGIST SUPERVISOR

NURSE PRACTITIONER
PORT RISK ASSISTANT I - II
PORT RISK MANAGER I-II
PUBLIC HEALTH ASSOCIATE I-III
PUBLIC HEALTH NURSE I - III
PUBLIC HEALTH NURSE SUPERVISOR
PUBLIC HEALTH PROFESSIONAL I – III
PUBLIC HEALTH PROFESSIONAL - NC
PUBLIC SAFETY DISPATCHER I - IV
PUBLIC SAFETY DISPATCHER I – II NC
REFUSE FIELD INVESTIGATOR
REFUSE SUPERVISOR
SCHOOL GUARD I - II
SECRETARY
SENIOR SECRETARY
STOREKEEPER I – II
TERMINAL SERVICES REPRESENTATIVE I - II
WORKERS COMP CLAIMS ASSIST
WORKERS COMP OFFICE ASSIST I - II
X-RAY TECHNICIAN
X-RAY TECHNICIAN - NC

- iv. Effective the pay period including October 14, 2023, or the second full pay period following City Council adoption, whichever comes later, the following classifications shall receive a seventeen percent (17%) equity adjustment:

AMBULANCE OPERATOR
AMBULANCE OPERATOR - NC
CUSTOMER SERVICE REP I – III
CUSTOMER SERVICE REP I – II - NC
CUSTOMER SERVICE SUPV I – II
HARBOR PATROL OFFICER I – III

SPECIAL SERVICES OFFICER I - V
SPECIAL SERVICES OFFICER III – V ARMED
SPCL SCS OF ARM ARPT PC OF III - IV
SPECIAL SERVICES OFFICER I - II NC
WATER COMM CENTER SUPERVISOR
WATER COMM DISPATCHER I - II

- v. Effective the pay period including October 14, 2023, or the second full pay period following City Council adoption, whichever comes later, the following classifications shall receive a twenty three percent (23%) equity adjustment:

COMMUNITY PROGRAM TECHNICIAN III – IV

HOUSING ASSISTANCE COORDINATOR – NC

HOUSING AIDE I – II

HOUSING SPECIALIST I – III

HOUSING AIDE I – II – NC

HOUSING SPECIALIST I – III - NC

HOUSING ASSISTANCE COORDINATOR

c. New Section – Retention Pay

Effective the pay period that includes January 15, 2024, or the third pay period following City Council adoption, whichever comes later, the City will provide a one-time retention payment to IAM represented employees as follows:

1. One (\$1,000) for permanent full-time and permanent part-time employees with ten (10) years or more of adjusted service with the City of Long Beach, as of January 1, 2024.
2. Two thousand dollars (\$2,000) for permanent full-time and permanent part-time employees with fifteen (15) years or more of adjusted service with the City of Long Beach, as of January 1, 2024.
3. Three thousand dollars (\$3,000) for permanent full-time and permanent part-time employees with twenty (20) years or more of adjusted service with the City of Long Beach, as of January 1, 2024.
4. Two thousand five hundred dollars (\$2,500) for seasonal and temporary Non-Career employees with four (4) or more years of adjusted service with the City of Long Beach, as of January 1, 2024.

d. Skill and other [Specialty] Pays

i. **(TA)** – Bilingual Pay

1. Effective the pay period that includes October 1, 2023 or the first full pay period following City Council adoption, whichever comes later, the rate shall be increased from \$1.20 an hour to \$1.50 an hour.
 2. Expanding eligibility for compensation to include significant interactions with the public, which will now include vendors or city contractors.
 3. MOU language regarding retroactive payment, upon certification and approval, to the date the employee was assigned to begin utilizing the bilingual skills in the course of duty.
 4. MOU language to clarify that employees pending approval for and/or approved for per diem compensation shall be responsible for tracking the use of bilingual skills to ensure accurate compensation.
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ii. (TA) – Marksmanship Pay

1. Updated classifications to include new Harbor Patrol I – III position and remove Park Ranger, which is now obsolete.
2. Updated frequency of compensation from a monthly distribution to a yearly distribution and terms of qualification to align with Salary Resolution and other MOUs eligible for this compensation. No change in amount received.

iii. (TA) – Higher Classification Pay

1. Effective the pay period that includes October 1, 2023, or the first full pay period following City Council adoption, whichever comes later, the rate shall increase from \$1.00 an hour to \$2.00 an hour.
2. MOU language to include performing the full range of duties up to and including division officer or division manager.
3. Expanded eligibility for compensation to include Non-Career employees.
4. MOU language to include that in cases where an employee may serve in a higher classification capacity for an extended period due to expected challenges in filling the budgeted vacancy, the department will seek approval from Civil Service to initiate a provisional recruitment process.

iv. (TA) – Standby Pay

1. Effective the pay period that includes October 1, 2023, or the first full pay period following City Council adoption, whichever comes later, the rate shall increase from \$1.50 an hour to \$2.00 an hour.
2. NEW - Effective the pay period that includes October 1, 2023, or the first full pay period following City Council adoption, whichever comes later, the following classifications shall be compensated at \$3.00 an hour for standby duty: Criminalist II, Forensic Specialist II

v. (TA) – Callback

1. MOU language to clarify compensation including travel time.

vi. Night Shift Differential – Section IV

1. Effective the pay period that includes October 1, 2023 or the first full pay period following City Council adoption, whichever comes later, the rate shall be increased from \$1.50 an hour to \$2.00 an hour.
 2. Expanded eligibility for compensation to include Non-Career employees.
 3. Additional language:
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D. Employees who work between the hours of 6:00 pm and 6:00am as part of an overtime, extended or call back shift shall be paid the Night Shift Differential only for each hour actually worked between the hours of 6:00 pm and 6:00 am.-

Employees are not eligible for night shift differential pay for special assignments. For the purposes of night shift differential, a special assignment is an assignment where an employee is temporarily assigned to a work shift between the hours of 6:00 pm and 6:00 am, on a short term and/or limited basis, and is expected to return to a regular work shift that is not eligible for night shift differential. An assignment would be considered a regularly scheduled shift when an employee has a work schedule change to a work shift within the hours of 6:00 pm and 6:00 am for a minimum of one full pay period AND there is no intent or expectation that the employee will return to a shift that is not eligible for night shift differential pay.

Employees are not eligible for night shift differential pay for an overtime shift between the hours of 6:00 pm and 6:00 am, unless it is an extended shift. An extended shift applies to an employee who receives night shift differential for a regularly scheduled work shift and works continuous hours beyond the regularly scheduled work shift between the hours of 6:00 pm and 6:00 am. Coming in prior to the shift would not qualify for night shift differential.

vii. Uniform Allowance

1. MOU language to include which classifications are eligible for uniform allowance as CalPERS reportable compensation for (classic – not PEPRA) when required to wear a uniform.

viii. **SKILL PAYS:** Effective the pay period including October 14, 2013 or the second full pay period following City Council adoption, whichever comes later, changes to rates for skill pays will be applied.

Refer to Active Skill Pay Chart Attachment for other administrative clean-up changes.

1. (TA) – Clerk Typist Skill pay (PD)
 - a. MOU language revision to remove Records Division (obsolete) and include Jail and Information Management Divisions.
 - b. The rate for being regularly assigned to the DAY shift shall increase from \$0.60 an hour to \$1.20 an hour. (#897)
 - c. The rate for being regularly assigned to the SWING shift shall increase from \$0.90 an hour to \$1.80 an hour. (#896)
 - d. The rate for being regularly assigned to the NIGHT shift shall increase from \$1.20 an hour to \$2.40 an hour. (#895)
2. (TA) – Dispatch or CCTV skill (S1/S2 – per diem)
 - a. Include Harbor Patrol Officer III as eligible.

3. (TA) – NEW - DPEC Intermediate and Advanced POST Certificate skill pays: All Public Safety Dispatcher I – IV, Communications Center Supervisors, and Communications Center Coordinators who possess either of the following certifications:
 - a. Intermediate POST certificate - \$2.00 per hour
 - b. Advanced POST certificate - \$3.00 per hour
 4. (TA) – NEW - Revised language for existing skill pay to distinguish assignment to airport dispatch duties, due to CalPERS reportable compensation. No change in rate from current skill pay.
 5. (TA) – Training Officer skill pay (SSO, HPO and PCC) - #859
 - a. Revision to skill pay to eliminate application for training ‘new’ personnel, thereby making it applicable any time assigned to train personnel as part of a structured training plan.
 - b. Add Harbor Patrol Officer I – III (due to reclassification from SSO) and Parking Control Checker I – II. Same rate as current skill pay.
 6. (TA) - Payroll/Personnel Assistant duties (PD) - #873
 - a. The rate shall increase from \$0.70 to \$1.25 per hour.
 7. (TA) – NEW - ASE Parts Skill pay
 - a. When assigned to fleet maintenance stockroom and possessing ASE parts certification.
 - b. The rate shall be \$1.00 per hour.
 8. (TA) – Jailer / SSO skill pay - #588
 - a. Language modified to indicate applies when “regularly” assigned to perform duties associated with working in the jail.
 - b. The rate shall increase from \$2.50 to \$4.00 per hour.
 9. (TA) – CCCHR skill pay #597
 - a. Revise rate of pay to reflect payroll system programming.
 10. (TA) – NEW: Jailer – per diem
 - a. Skill pay for performing duties associated with working in the jail, on an as-needed basis.
 11. (TA) – NEW: Nurse Family Partnership
 - a. When regularly assigned to administer and having the required certification to comply with the Nurse Family Partnership Program.
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- b. The rate shall be \$4.50 per hour.
- 12. (TA) – NEW: AWWA/CWEA Water Lab skill pay
 - a. When assigned to collect and analyze water quality samples and possessing a lab analyst certification grade I - IV (AWWA or CWEA).
 - b. The rate shall be \$2.00 - \$2.60 per hour.
- 13. (TA) – Water distribution skill pay (#880, #881)
 - a. Expand eligibility to include Lab Analyst I – III; Lab Assistant I – III for existing skill pays. No change in rate.
- 14. (TA) – CSR Section Lead Pay - #514
 - a. The rate shall increase from \$1.00 to \$1.50 an hour.
- 15. Public Safety Dispatcher – Training Pay
 - a. Per diem hourly compensation from special pay equivalent to the difference between top step PSD II and PSD III (variable), to per diem hourly compensation as \$3.50 per hour.
 - b. Expand eligibility to include PSD I. Currently only eligible for PSD II.
- 16. Training / Portability skill pay #898 - To be deactivated

3. Article III – Paid Time Off Benefits - MOU clean-up language in addition to the following revisions:

- a. Section I – Vacation Accrual Temporary Maximum Extension through January 7, 2027.
 - b. Section II – MOU language clean-up regarding Personal Holiday Accrual Maximum.
 - c. Section III - MOU language clean-up regarding In Lieu Holiday Accrual Maximum.
 - d. Section IV – MOU language clean-up regarding Sick Leave; Ability to utilize any accrued Sick Leave for doctor/dental or eligible family members.
 - 1. Bereavement Leave: Unpaid leave entitlement for all employees, 2 additional paid Bereavement Leave days for Permanent Full-Time and Permanent Part-Time employees effective 1/1/24.
 - 2. Sick Leave: Non-Careers: City of Long Beach employees subject to Assembly Bill 1522, will earn one (1) hour of sick leave for every 30 hours worked, including any overtime hours, up to a maximum accrual of 48 hours. Other eligibility criteria
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are indicated in the City of Long Beach AB1522 Sick Leave Accrual Implementation Guide.

- A. Maximum Annual Usage - City of Long Beach employees who are subject to Assembly Bill 1522 are limited to sick leave usage of 24 hours within a payroll calendar year. ~~Please note: up to 50% of the accrued sick leave can be used for sick leave for family care.~~

In cases where an employee's status changes from Permanent Full-time (PFT) to Seasonal or Temporary Part-time (SPT/TPT), any sick leave hours used in the same payroll calendar year prior to becoming a SPT or TPT, will count toward the maximum sick leave usage allowed per year. If an employee reverts back to a PFT, sick leave accrual and usage allowance will be adjusted accordingly.

Effective January 1, 2025, Non-career employees shall be able to utilize all accrued, available Sick Leave up to 48 hours.

- B. Maximum Accrual and Rollover - City of Long Beach employees who are subject to AB1522 can accrue sick leave up to a maximum of 48 hours. If the employee has utilized the maximum of 24 hours of sick leave during the payroll calendar period, the employee will continue to accrue sick leave hours up to a maximum of 48 hours. The used sick leave is still counted toward the overall maximum accrual.

- e. Section VI – Holidays: Cesar Chavez holiday language to agree to meet and confer if City decides to implement.
- f. (TA) Section VIII - Paid Parental Leave: Modify language to permit employees to take intermittently or continuously, at their discretion.

4. Article IV – Benefits- MOU clean-up language in addition to the following revisions:

- a. Section I: Health, Dental and Life Insurance

Employees with the single or two-party plan health coverage shall pay thirty percent (30%) of the increase or an additional twenty-five dollars (\$25) whichever is less, over the rates in effect in the prior year for the plan options selected.

Employees with the family plan health coverage shall pay thirty percent (30%) of the increase or thirty dollars (\$30), whichever is less, over the rates then in effect in the prior year for the plan options selected.

If the employee's portion is in the excess of their cap, twenty-five dollars (\$25) for single or two-party coverage or thirty dollars (\$30) for family, the increase over the cap will be carried forward to the next year and added to the employee's portion of the next year's increase until the carryover amount is exhausted, or the increase equals the cap,

whichever is less.

The carryover of the remaining employee portion over the cap will continue forward each year, maintaining respective caps, until the carryover amount is exhausted by adding it to the employee's portion.

- b. Section IV: Short-Term, Long-Term Disability: Requires employees to exhaust only Sick Leave Accruals.

5. (TA) - Article VI – Other Benefits and Employment Conditions- MOU clean-up language in addition to the following revisions:

- a. (TA) - New Section – Work out of Classification: Documents a desk audit process whereby employees who believe they are working out their classification more than 25% of the time, can request a desk audit. Upon submission to HR and within 120 calendar days, HR will provide a recommendation to the employee's department to either reallocate the duties to the appropriate classification or that no changes are required.
 - b. (TA) - New Section – MNPL Authorization: Process for employees to authorize deductions to contribute to expenditures in connection with federal elections.
 - c. (TA) – New Section – Donning and Doffing: Applicable to Special Services Officers assigned to the Police Department, Harbor Patrol Officers and Animal Control Officers. Documents approval for ten minutes of donning at the beginning of their shift. Also includes fifteen minutes for work related activities including doffing.
 - d. (TA) - Section II – Rest Periods: Modified MOU language that previously excluded Public Safety Dispatchers as ineligible to the applicable rest period. New MOU language now indicates they shall not serve consecutive 16 hour shifts.
 - e. (TA) - Section III – Personnel Files: Challenges to statements written regarding work performance or conduct including written reprimands will now be presented through a grievance procedure up to step two. Timeline for issuance of written reprimands has been defined as not later than 180 calendar days, which may be extended in cases requiring significant (formal administrative or external) investigation.
 - f. (TA) Section IX – Education Assistance – The parties agree to convene a LMC to discuss how much funding, if any, the City will budget for the education assistance program for FY25 and FY26, and how it will be distributed to employees covered by this agreement. This LMC will be initiated by December 1, 2023 with the goal that the negotiations about this topic will be completed by July 31, 2024.
 - g. (TA) – Section XI – Termination of Unclassified: Revised language to indicate terminated unclassified employees shall receive written notice that includes the effective date and the reason for their termination. They will receive notification that they have five business days from the effective date of the termination to submit a written response indicating why they should not be terminated (unless they were terminated due to the end of an as-needed, temporary or seasonal assignment, a reduction in hours, or the elimination of the position). The department will review the
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written response and respond in writing within ten business days of the submitted response. The department's decision will be final.

- h. (TA) – NEW: The city will initiate a meet and confer with the IAM by June 30, 2024, regarding the implementation of paid administrative leave for the summary suspension of classified employees.

6. Article VIII – Unit Provisions - MOU clean-up language in addition to the following revisions:

- a. 7K FLSA Language (City will withdraw proposed language)
- b. Concealed Weapon permit fee for Special Services Officer I - IV and Harbor Patrol Officer I – III.
 - i. City will agree to waive permit fee for SSOs. Harbor department will reimburse Harbor Patrol Officers for the permit fee.
 - ii. Concealed weapon permits will be granted, at the discretion of the Chief of Police.

7. Article IX – Section V – Term and Renegotiation

The term of this MOU shall be from [October 1, 2023](#) through [September 30, 2026](#). All provisions of this contract shall expire on the termination date unless extended by mutual agreement in writing.

In the event either party desires to negotiate the provisions of a successor MOU, that party shall serve upon the other, during the period from [January 1, 2026 to February 1, 2026](#), its written request to commence negotiations. Negotiations shall begin no later than thirty (30) days from date of receipt of notice unless extended by mutual agreement between the parties to this MOU.

8. Appendices A - D

A – List of Classifications by Bargaining Units ([Pending to be updated](#))

B – Pay Rate Schedule

C – Skill Pays (Active – Attachment)

Skill Pays (To be Deactivated – Attachment)

D – Letter of Agreement: Union Leave of Absence
