

# Bargaining Progress











- Tentative Agreement



- Close to an agreement



- Far from an agreement

Article	CPPW Position	City Position
 <b>Hours of Work/Shifts</b>	Hybrid as standard. Maintain schedule flexibility. OT for required emergency work for all workers	Maintain schedule flexibility. Will not 'unreasonably deny' telework agreements. Emergency work OT only for OT eligible.
 <b>Wages</b>	Y1: 4% raise; Y2: 5% raise. COLA 2-7%. ASI scale starts at 80% AMI. 5% Promotion. 2% longevity. Various premiums. Wage recalibration for those severely under-paid based on their seniority. Hour for Hour WOC pay.	Y1: 2% raise. COLA 1-5%. 3% Promotion. WOC after 5 consecutive days.
 <b>Wages - Standby and Callback</b>	Applies to all members as required by mgr. Standby rate is .25 hourly rate. After hours callback paid at 1.5 hourly rate.	Applies only to two work groups (BES maintenance and PPB Victims Advocates). Standby rate is .13 hourly rate. After hours callback paid at 1.5 hourly rate.
 <b>Vacations</b>	Retirement vacation over max. Up to 80 hours vacation cash out each year.	No retirement vacation over max. Member forfeit any vacation hours over max each year
 <b>Reductions in Workforce and Layoffs</b>	Layoff avoidance measures; protection from arbitrary layoffs through seniority rights. Redeployment. Recall.	City discretion in all layoffs, notice only, movement into vacant or temporary positions, if available & qualified. Redeployment. Recall.
 <b>AI and Technology</b>	Limit employer AI use related to employee discipline, monitoring, and layoff.	No protections or stipulations specific to AI/tech
 <b>Holidays</b>	Flexible holidays and hour for hour personal holidays (10 hour work days = 10 hour personal days).	Flexible holidays and hour for hour personal holidays (10 hour work week = 10 hour personal days)
 <b>Grievance Procedure</b>	The right to formal process to resolve workplace issues such as unfair practices and contract violations.	

## Our Contract Priorities:

- **Clear & Consistent Compensation** - A real path for wage and career growth.
- **Respect & Protections** - Stability, layoff protections, and fair treatment for all members
- **Flexibility** - Flexible work locations and scheduling to allow workers to meet the needs of our programs and our communities.
- **A Voice at the Table** - Spaces where we can be a part of decisions that affect our work, careers, livelihoods, and workplaces.