

**CPPW makes this proposal on May 21,2024.**

**ARTICLE \_\_\_\_**  
**Accretion**

- (a) The parties agree that in the accretion of any newly represented groups, the newly represented classifications shall convert to the existing contractual provisions, provided that such provisions are deemed to fit the newly represented group. In the absence of any agreement on an outstanding issue, or any change needed to a provision herein, the parties shall engage in negotiations to determine changes to, or additional language needed, to address the outstanding issues, as may be applicable.
- (b) New Classifications Created by the City. The City shall notify the Union 30 days prior to its decision to implement any new job classification. The City shall notify the Union of the following:
- i. The title of the job classification
  - ii. A copy of the job description for the new job classification
  - iii. The City's estimated number of positions in the new job classification that it intends to implement along with type of employees that will fill these roles (FTE, PT, LT, etc)
  - iv. The City's position as to whether the position should be included within the bargaining unit.
- (c) Successor Classifications. If the new classification is a successor title to a classification covered by this Agreement and the job duties are not significantly altered or changed, the new classification shall automatically become part of the bargaining unit and subject to the terms of this Agreement.
- (d) Overlapping Classifications. If a new classification contains a significant part of the work now being done by any of the classifications covered by this Agreement, or whose duties are similar to other bargaining unit employees, the new classification shall automatically become part of the bargaining unit and subject to the terms of this Agreement. Provided however, that if the position would be excluded from representation due to supervisory or confidential duties, it will not automatically become part of the bargaining unit, but the parties will discuss whether the classification is appropriately part of the unit.
- (e) Classification Disagreements. If the City believes that the new classification does not share duties similar to those currently held by a classification in the bargaining unit, the City shall so advise the Union. If the Union disagrees with the City's position as to the new classification, the parties shall avail themselves of the unit clarification process at the Employment Relations Board.