

Article __ - General Provisions

Section 1, Uniforms and Protective Clothing.

(a) The City agrees to continue furnishing and replacing any uniforms, protective or safety clothing and equipment that is needed by the City for the employee to perform their duties.; in addition, the City shall reimburse employees – up to a total maximum of \$100 per calendar year – for their purchase or replacement of safety shoes, prescription safety and/or blue light glasses, rain gear, anti-fatigue mats, or insulated clothing needed by the employee to perform their duties..

[We believe it makes more sense to include this in the Safety article.]

[Bargaining Note: See proposed MOU regarding current study. It is not feasible to begin a new study during the term of a two-year labor contract.]

Section 2, Contract Printing. The City will print copies of this agreement and provide them to the Union at a charge equivalent to the City’s cost of production, upon request. The City will, at the City’s expense, provide the Union with an electronic version of this Agreement that complies with the version of the Web Content Accessibility Guidelines that is current at the time of the printing of the contract. The City will make the accessible electronic version of this Agreement available on the City’s website.

[We believe it makes more sense to include this in the Union Security article.]

Section 4, Reasonable Employment Accommodations. In accordance with HRAR 2.06, the City provides reasonable accommodations for qualified people with disabilities, people who are pregnant or have related conditions, and people who have religious customs and/or beliefs (a “Protected Status”) to enhance workplace productivity and facilitate equal employment opportunities. Any member who wishes a designated Union representative to attend an interactive process meeting regarding requested accommodations, shall be permitted to have their chosen representative present.

Section 6, Change in Working Conditions. Matters of employment relations including but not limited to: direct or indirect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of employment shall be continued at not less than the level in effect at the time of the signing of this Agreement. The City agrees to furnish the Union’s Designated Representative copies of all changes in work rules and benefits and matters of employment relations. Any changes in existing employment relations shall first be negotiated with the Union.

[Bargaining Note: The City also rejects the Union’s 6/7/2024 proposal on Existing Conditions and does not have a counter.]