

## Summary of AFSCME Development Services Contract Changes for 2023-2025

Article 1, § 6	Drug Testing	<i>Updates references to personnel manual sections containing the city-wide provisions</i>
Article 2, § 6	Union Dues Deduction	<i>Revises timeframe/date that employee can cancel dues deduction for easier tracking</i>
Article 3J	Definitions	<i>Adds “Bargaining Unit” to definitions, referencing where the current positions in the unit are listed</i>
Article 6, § 2	Grounds for Suspension or Discharge	<i>Updates references to personnel manual sections containing the city-wide provisions</i>
Article 10, § 5	Work Performed Out of Classification	<i>Corrects odd language for clarity</i>
Article 12, § 7	Agreement Distribution	<i>Revises process for printing and distributing copies of the agreement</i>
Article 13, § 14	Union Leave	<i>Increases pool of hours from 40 to 48 for no more than 2 bargaining unit members to attend Council 61 and/or international union meetings</i>
Article 15, § 1	Holidays Recognized and Observed	<i>Adds Juneteenth as observed holiday</i>
Article 15, § 13	Employee Development	<i>Adds language to support approving requests for in-person training</i>
Article 16, § 2	Wages	<i>Provides for a 4% across the board matrix increase for 2023; 1.5% matrix increase for 2024 and 2025; one step increase for eligible employees on anniversary date in each year of the contract</i>
Article 16, § 3	Elevator and Mobile Home Certifications	<i>Provides for increase of 4% in add pays for employees assigned as elevator inspectors and mobile home inspectors</i>
Article 16, § 4	Certification and Advancement	<i>Adds Photovoltaic and Med Gas to the list of voluntary certifications that employees earn a time payment of \$250 for attaining</i>
Article 20	Termination and Amendments	<i>Establishes 3 year term for contract</i>