

## **Summary of Proposed A&R Contract Changes July 1, 2025 – June 30, 2029**

### **Article 5 Section 4**

- Adds the Pregnant Workers Fairness Act to the non-discrimination clause

### **Article 8, Sec 2 - Union Rights**

- The State will make available a list of HR Officers designated by Agency

### **Article 8, Sec 6 - Access to Information**

- The State will provide investigative reports no less than 24hrs prior to a disciplinary hearing.

### **Article 8, Sec 7 - Union Business Leave**

- Drops to a max of 6 days per month and decreases notification time to one week

### **Article 8, Sec 8 - Orientation**

- State will not furnish new employees with a contract or contact/name of a steward.

### **Article 9, Sec 2 - Working Test Period**

- Working test period for promotions within A&R are 4 months, all other working test periods are 6 months

### **Article 14, Sec 2 - Discipline**

- Suspension of less than 10 days will not be served until it is heard at Step 2 Conference

### **Article 14, Sec 5 - Discipline**

- State can extend paid leave beyond 15 days during an investigation

### **Article 15A, Sec 2 - Reclass Panel**

- Removes it from a status of “pilot” program

### **Article 16, Sec 2 - Hours of Work**

- Meal reimbursement only applies if a full meal is not part of the event

### **Article 16A, Sec 1 - AWS**

- Allows non-agency representatives (for the State and Union) to participate in agency AWS committees

### **Article 17, Sec 1 - Holidays**

- Adds Juneteenth

### **Article 18, Sec 2 - Vacation**

- Removed the language to request vacation carry-over from one year to the next

### **Article 19, Sec 3b - Sick Family**

- Adds “Grandparent” to the list of qualifying family members.

### **Article 20, Sec 2 and Sec 5 - Sick Leave Bank**

- Reduces qualification for SLB to 6 months service and only fulltime permanent employees will make contributions to the Bank

### **Article 24, Sec 1 - General Wage Increase**

- General wage increases of 2.5% effective July 1, 2025 (retro-active payment);
- General wage increases of 2.5% effective payperiod including July 1, 2026
- General wage increases of 2.5% effective payperiod including July 1, 2027
  
- Employees shall receive annual increments (steps) in each of the first three years of the contract (first year increment will be retroactive to Dec 25, 2025)

- Top Step Payments will be paid in all years of the contract (retroactive payment for 2025)
- 2028/29 Wage Reopener. The contract will remain in place however the GWI and Annual Increments (steps) will be negotiated at that time.
- Retro-payments for 2025/26 will only apply to actives or pension recipients upon Legis approval

#### **Article 24, Section 2 - Annual Increments**

- Makes Top Step Payment a part of salary so it will continue to be paid even when a contract is not in place (yes, this is the same item we got in 2017 but was later stripped by an arbitrator in 2022, so we have re-written the language to ensure that it is re-established)

#### **Article 24, Section 3 - Longevity**

- codified “past practice” as final paycheck in April & October

#### **Article 24, Section 4 - Night and Weekend Differentials**

- Night Shift Differential increases to \$2.25/hr July 1, 2026
- Weekend Differential increases to \$1.25/hr July 1, 2026
- Removed the “7-day operation” requirement to receive the differential

#### **Article 24, Section 6 -Tuition Reimbursement**

- Increased to \$275,000 for July 2025 & July 2026
- Increased to \$300,000 for July 2027 & July 2028

#### **Article 24, Section 9 - Shoe Allowance**

- Increases shoe allowance to \$150 and slightly lowers threshold to qualify

#### **Article 27 - Class Reevaluations/OJE**

##### **July 1, 2026 Effective Date**

- CCTs Year 1 Bachelors AR 15 Step 5, Masters AR 15 Step 6
- CCTs Year 2 AR 16 Step 7
- ACTs Year 1 Bachelors AR 15 Step 5; Year 2 AR 16 Step 5
- ACTs Year 1 Bachelors+ AR 15 Step 6; Year 2 AR 16 Step 6
- ACTs Year 1 Masters AR 15 Step 8; Masters Year 2 AR 16 Step 8
- Supervising Special Investigator AR 25 to AR 27, (Medical Examiner) title added.
- Tax Attorney 1 AR2 62 to AR2 63
- Transportation Assistant District Engineer AR2 69 to AR2 70

##### **July 1, 2027 Effective Date**

- Boiler Inspector AR 21 to AR 23
- A&R and the State will review 2 additional job titles for implementation in 2028

#### **Article 24, Sec 9 - Shoe Allowance**

- shoe allowance for recurring use (no longer a threshold of “daily”); reimbursement increased to \$150

#### **Article 24, Sec 9 - Professional Development**

- Will be \$145,000 for each year of the contract

#### **Article 44 - Duration of Agreement**

- July 1, 2025 thru June 30, 2029

#### **MOU Shift Swapping at CAA**