

**496.03 - AFSCME
(Drains)**

TENTATIVE AGREEMENT

1. Duration - 3 Year

Wages

Year 1 – First full pay period following ratification - wage study + 2%

Year 2 – First full pay period following January 1st, 2026 - 2%

Year 3 – First full pay period following January 1st, 2027 - 1%

2. Paid Personal Time – increase to 72 hours

3. Bereavement – Increase from 4 to 5 days for employee's current spouse, current spouse's parent, current spouse's step-parent, employee's parent, step-parent, child, step-child and whomever the employee or employee's current spouse has legal guardianship of.

4. Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.

5. Parental Leave – Continuous leave which allows the Birthing Parent – 8 weeks fully paid/ non-birthing parent – 4 weeks fully paid (applies to adoptions) – eligible after completion of 1040 hours

6. Health Insurance – New hires eligible for coverage first of month following date of hire.

7. Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.

8. Pet Insurance - Allow employees to purchase pet insurance through County's carrier.

9. Volunteer Days - Allow for two volunteer days for employees to participate at County sponsored opportunities.

10. Holiday Eligibility – Employees are eligible for holiday pay at date of hire.

11. Pay Scale Updates – Update headers.

12. Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.

13. Educational Reimbursement – Increase to \$2,000/annually per employee; streamline process; remove bargaining unit maximum.
14. Add Union Training Day language.
15. Cell Phone Stipend – Remove.
16. Various Language Cleanup

All other terms and conditions in CBA not addressed in this TA remain status quo.