

# ***THANK YOUR UNION!***

## **Wages and Compensation**

- 14.5% Total Wage Increase over 3 Years (Dec. 25, 2021 - Dec. 20, 2024 Contract)
  - 2022: 6.5% Wage Increase (4.0% GPA + 2.5% Step)
  - 2023: 4% Wage Increase (1.5% GPA + 2.5% Step)
  - 2024: 4% Wage Increase (1.5% GPA + 2.5% Step)
- Standby Pay
- Call Back Pay (2 hour minimum pay for those on standby)
- Shift Differential
- Longevity Pay

## **Benefits**

- Sick Leave
- Two PAID 15 minute rest periods per shift
- Bereavement Leave
- Vacation Leave
- Paid Holidays
- Safety Devices Paid For
- Boot Allowance
- Disciplinary representation and assistance with filing grievances.
- At LEAST 80% of your health insurance premium is covered by the city

## **Workplace Protections**

- Full pay for 90 days to Injured Full Time Employees
- Rotation of Service Calls
- Grievance Procedures and Union Representation
- Enforced Breaks and Lunch Periods
- Protection from harassment and disparate treatment
- Protection from discipline for failure to callback when not on standby