

Proposed changes to the AMEA 2026-2029 Collective Bargaining Agreement

- Article 1
 - No change to the following Article
- Article 2
 - 2.1 Purpose of Agreement (Addition of language for clarification)
 - 2.5 Non-Discrimination (Addition of language for clarification)
- Article 3
 - 3.8.B Acting Assignment change to amount (increase from 10% to 15%)
- Article 4
 - 4.1 Adding Juneteenth and Indigenous Peoples Day
 - 4.3.1.B Elimination of Branch Library language
 - 4.4.1.A.4 (New) Addition of rehires within the last 10 years (same leave accrual)
 - 4.4.2 Change in using 80 hours by first of October 2026 and moving forward
 - Transition period for 2026 will require using 60 hours of annual leave before the last full pay period in September
 - 4.14 Paid Parental Leave added
- Article 5
 - 5.1 Wage Rates
 - A. The addition of steps 7-12 at 2.5% increases each year (Employees that have been at a Step 6 for more than 12 months will receive the 2.5% Step 7 increase January 1, 2026, and Step 8 increase on their merit anniversary date in 2027)
 - B. Wage increase of 3% in 2026
 - C. Wage increase of 2.5% in 2027
 - D. Wage increase of 2.5% in 2028
 - E. Wage increase of 2.5% in 2029
- Article 6
 - 6.1.4 Increase in yearly contribution to \$2,534 in 2026
 - 6.1.5 CPIU adjustment in 2027, 2028, & 2029
- Article 7
 - 7.1 Clarification of Discipline Language
 - 7.1.3 Clarification of Reporting Language
 - 7.1.4 Clarification of Record Retention Language
- Article 8
 - 8.1.3 Removal of Safety Committee
 - 8.1.4 Confined Space Entry (Update to language)
- Article 9
 - No change to the following Article
- Article 10

- 10.3.B Meal Breaks (Elimination of the working through lunch, but adding in more flexibility to flex that time in the week) If you have 40 hours before your end of shift on a Friday before Monday Holiday you will be considered in full paid status to receive the Holiday Pay
 - 10.4 Telecommuting/Telework added to the Contract
- Article 11
 - 11.2 Classifications (Public Health Nurse 15E, Senior Public Health Nurse 17E)
 - 11.3 Wage Schedules (The addition of 6 more steps to the tables)
- Article 12
 - 12.1 Effective Date and Duration changed to match this contract
- Article 13
 - No change to the following Article