

Labor Proposal - PSA Negotiations - Package Proposal 11/3/25 (6:10pm)

- General Wage Increase (GWI) -- effective 1/1/2025 -- 3.25% to base -- retroactive per Management's updated language for Article 9
- GWI effective 1/1/2026 -- 3.25% to base
- GWI effective 1/1/2027 -- 3.25% to base
- Lump sum payment to each bargaining unit employee on the payroll and actively employed on the date of ratification of \$1500
- Union accepts library proposal on Article 7 *with minor punctuation edit
- Library accepts Labor proposal on Section 9.A
- Parties withdraw PERB charges related to improper negotiating practice of Summer 2024

9.A

Any bargaining unit employee who retired, voluntarily resigned or was laid off, and who left employment after January 1, 2025 and before the signing of this agreement will be paid the retroactive wage increases for their wages for the period they were employed. Employees who were permanently separated from employment for reasons other than retirement, voluntary resignation, or lay off are not eligible for retroactive compensation increases, professional stipend increases, longevity increases, and any increases in benefit time under this agreement effective January 1, 2025.

9.A

The stipend will be paid in the first pay period following the anniversary date. The employee must be active on the payroll system as of anniversary date in order to be eligible for payment. The stipend will be paid to anyone who resigns due to medical disability (licensed health care provider's statement required) or anyone who retires in the calendar year of anniversary but prior to the anniversary.