

CITY OF OAKLAND AND CMEA
SUCCESSOR LABOR NEGOTIATIONS 2022
TENTATIVE AGREEMENT

1. Term of Agreement

- July 1, 2022 to June 30, 2025

2. Salary Increase [MOU Article 5.1.1]

- First full pay period following later of July 1, 2022 or Council adoption: 5%
- First full pay period following later of July 1, 2023: 2.5%
- First full pay period following later of January 1, 2024: 2.5%
- First full pay period following later of July 1, 2024: 2.0%
- First full pay period following later of March 1, 2025: 2.0%

3. Easy Pass [new benefit]

- Parties agree to add CMEA-represented employees to the EasyPass Transit Program no later than December 1, 2022.

4. One-time five days of Extra Vacation Leave (EVD)

5. Designated Holidays (MOU Article 11.1)

- Add Juneteenth Holiday (6/19) and exchange Lincoln's birthday (2/12) for Cesar Chavez's birthday (3/31)

6. Dental Plan

Article 8.6

Dental Insurance The City agrees to contribute an amount equal to one hundred percent (100%) of the cost of employee and dependent coverage in the City dental plans, which include orthodontia, implants, and a preferred provider option. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

Effective January 1, 2023, the City shall provide at least one dental plan with annual coverage of no less than two thousand dollars (\$2,000).

7. Recruitment proposals

- See proposed TA on article 14.4

8. Telecommuting

- City accepts Union counter dated July 12, 2022

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9. Equity increases

New section: 5.1.1. Special equity adjustments

To account for the impact of equity increases in a separate bargaining unit, the parties agree, on a one-time basis, to provide a five percent (5%) wage increase for Principal Human Resource Analyst and Senior Supervising Human Resource Analyst effective the first full pay period after October 1, 2022. This effort is to address City-wide and HRMD staffing concerns.

10. Incorporate Letter of Understanding regarding constructive receipt dated December 8, 2020

11. The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this tentative agreement.


12. Ratification:

This agreement is subject to ratification of the CMEA membership and the City Council in open session. Upon approval by both Parties, an amended MOU will be prepared to incorporate the terms set forth herein.

For CMEA:



Jamie Smith, Chief Spokesperson




Jaime Pritchett, Chief Spokesperson

For City:



Ian Appleyard, Chief Spokesperson



Crystal Ramie-Adams, ER Representative

Date: July 12, 2022

Date: July 12, 2022