



Nikkiya Branch Penson
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MEMORANDUM

To: Board of Water Commissioners
From: Nikkiya Branch Penson, Deputy General Counsel
Date: October 13, 2025
Re: Tentative Collective Bargaining Agreement – Utility Workers Union of America, Local 504

Enclosed, please find the Tentative Collective Bargaining Agreement with the Utility Workers Union of America, Local 504 (“UWUA”). All terms have been tentatively agreed to and ratified by the AME on October 10, 2025.

The UWUA Union currently has 11 DWSD members. There is one classification. The current staffing complement is as follows:

1. Field Service Coordination Specialists (2 Levels) – Total 11 employees
 - Level 1 – 9 employees
 - Level 2 – 2 employees

This previous CBA between UWUA and DWSD expired in 2025.

CBA provisions having no economic impact on DSWD’s budget include:

- Agreement
- Purpose and Intent
- Recognition of Union
- Non-Discrimination
- Management Rights and Responsibilities
- Interference with Work
- Agency Shop
- Negotiations Committee
- Grievance Committee
- Grievance Procedures
- Time Limit on Grievances
- Special Conferences
- Discharge or Suspension
- Seniority
- Probationary Periods
- Reduction in Force
- Leaves of Absence



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- Transfers
- Out of Class Assignments
- Overtime Equalization
- Shift and Location Preference
- Holidays and Excused Time Off
- Funeral Leave
- Unemployment Compensation
- Hospitalization, Medical, Dental and Optical Care Insurance
- Death Benefits and Life Insurance
- Retirement
- Jury Duty
- Unused Sick Leave on Retirement
- Miscellaneous
- Private Car Mileage Reimbursement
- Work Week, Work Day, Shift Premium
- Workers' Compensation
- Sick Leave
- Equal Opportunity
- Cooperation in Validation Studies
- Veterans Preference
- Rates for New Positions
- Fringe Benefits and Other Conditions
- Savings Clause
- Overtime
- Tuition Refund
- Statutorily Required Emergency Manager Language
- Insurance, Compensation and Retirement Re-Opener
- Modification and Duration

CBA provisions having an economic impact on DWSD's budget include:

- **Vacation Days** – Eliminated the two-tier vacation schedule. One vacation schedule applies to all employees:
 - 0-6 months No vacation
 - 6 months 5 days
 - 1 year Additional 5 days
 - 2-5 years 10 days
 - 6 years 11 days
 - 7 years 12 days
 - 8 years 13 days
 - 9 years 14 days



Water & Sewerage
Department

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- 10-12 years 17 days
- 13 years 18 days
- 14 years 19 days
- 15 years or more 20 days

- **Wages** – see the chart below:

BU Code	CLASS CODE	CLASSIFICATION	PREVIOUS SALARY RANGE	UPDATED SALARY RANGE
8900	502019	Field Services Coordination Specialist 1	\$40,102 - \$55,500	\$42,200 - \$59,000
8900	502029	Field Services Coordination Specialist 2	\$50,000- \$67,500	\$50,800 - \$71,000