

# SUMMARY OF TEAMSTERS 2025-2027 AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 – Preamble	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 2 – Non-Discrimination	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 3 – Management Rights And Responsibilities	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 4 – Joint Labor/Management Committee	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 5 – Union Recognition, Union Security, And Dues Deduction	<b>Update:</b> The content of the Article 28, Democrat, Republican, Independent Voter Education (DRIVE), has moved to Article 5 to consolidate all information on dues and deductions into one article. There are no changes to the content, this is an update for clarity only.
Article 6 – Union Business/Representatives	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 7 – Union Business Activities Absences	<b>Update:</b> Citation 7.2 regarding 32 hours of paid time to conduct Union business has been discontinued. This does not preclude stewards from using paid time for contract administration.
Article 8 – Employee Files	<b>Update:</b> Changes are housekeeping edits and language clean-up only, for example correctly referring to an employee’s “official personnel file” and “departmental file.”
Article 9 – Sick Time Off	<b>Update:</b> Housekeeping edits were made throughout. In accordance with a new State law, use of sick time off use has been expanded to include after the declaration of an emergency by a local or state government or agency, or by the federal government. Additionally, new language has been added to define “family member” for sick time off. The sick time off definition expands the use of sick time off to include any individual who regularly resides in the employee’s home with whom there is an expectation of care.
Article 10 – Vacations	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 11 – Holidays	Housekeeping edits only.
Article 12 – Leaves-General	Housekeeping edits only.
Article 13 – Uniforms/Personal Items	<b>Update:</b> Edits were made to the list of Department issued uniforms/equipment to align with current practice. Additionally, the number of ties issues has been reduced from 2 to 1. The parties also agreed that employees would receive a jumpsuit after the completion of the FTO program, which was previously after the completion of probation.
Article 14 – Seniority And Layoff	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 15 – Hours Of Work And Overtime	<b>No Change:</b> The parties agreed to maintain existing contract language.

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Article 16 – Compensatory Time Off	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 17 – Discipline And Dismissal	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 18 – Grievance Procedure	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 19 – Employee Rights	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 20 – Longevity And Premiums	Housekeeping edits only. The educational incentive table was updated to only include the current rate. Reopener language from 20.9 has been removed because the date has passed.
Article 21 – Contracting Out	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 22 – Performance Of Duty/Strike/Lockout	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 23 – Tuition Exemption	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 24 – Severability	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 25 – Wages	Effective July 1, 2025, Pay Table BP, Range 1 will be increased by 5.9%. Effective July 1, 2026, Pay Table BP, Range 1 will be increased by 5.9%.
Article 26 – Resignation And Abandonment	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 27 – Duration	<b>Update:</b> This Agreement is effective July 1, 2025 through June 30, 2027.
Article 28 – Democrat, Republican, Independent Voter Education (DRIVE)	<b>Update:</b> This article was struck and the language was incorporated into Article 5 – Union Recognition, Union Security, And Dues Deduction.
Article 28 – Training	<b>Update:</b> The parties agreed to maintain existing contract language. This was previously Article 29, but it has been renumbered to Article 28 as the DRIVE Article has been removed.
Article 29 – Work Related Injury Leave	<b>Update:</b> Housekeeping edits were made to change “leave” to “time off” to align with language in Workday. This was previously Article 30, but it has been renumbered to Article 29 as the DRIVE Article has been removed.
Appendix A: Health Care Benefits	<b>Update:</b> This Appendix has been updated to include the language from the State coalition bargaining.