

Michelle Gutierrez, President, AFSCME: Michelle Gutierrez Date: 11/05/18

Bernadette Salazar, HR Director: City of Santa Fe: BS Date: 11/5/18

TENTATIVE AGREEMENT **ITEM #** 19-0012

AMENDMENT NO. 1

**To the Agreement between the City of Santa Fe
And the
American Federation of State, County and Municipal Employees Local 3999
Whole Agreement in Effect
July 1, 2017 through June 30, 2020**

THIS AMENDMENT is made and entered into by and between the **City of Santa Fe** ("City") and **American Federation of State, County and Municipal Employees Local 3999** ("Union").

WHEREAS, the City and the Union entered into the Collective Bargaining Agreement ("CBA") effective July 1, 2017 through June 30, 2020; and

WHEREAS, the City is losing employees in the key positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator; and

WHEREAS, the loss of these employees threatens the termination of bus routes, necessary transportation services; and

WHEREAS, the City has been unable to hire replacements in sufficient numbers to offset the employees leaving; and

WHEREAS, the parties agree that immediate action needs to be taken to retain employees in these key positions given the economic circumstance which is precipitating their leaving:

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. **ARTICLE 34: INCENTIVE PAY** is hereby amended to read as follows:

G. Fulltime bargaining unit members in the positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator shall receive a retention incentive to be paid as follows:

1. Full time bargaining unit employees continuously employed from November 1, 2018 through December 31, 2018 will receive \$700.00 included in the January 18, 2019 paycheck.

2. Full time bargaining unit employees continuously employed from January 1, 2019 through March 31, 2019 will receive \$700.00 included in the April 26, 2019 paycheck.

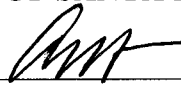
3. Full time bargaining unit employees continuously employed from April 1, 2019 through June 30, 2019 will receive \$700.00 included in the July 19, 2019 Paycheck.

H. Part-time bargaining unit members in the positions of Para Transit Operator, Transit Operator, and Transit Shuttle Operator shall receive a retention incentive to be paid as follows:

1. Part-time bargaining unit employees continuously employed from November 1, 2018 through December 31, 2018 will receive \$350.00 included in the January 18, 2019 paycheck.
2. Part-time bargaining unit employees continuously employed from January 1, 2019 through March 31, 2019 will receive \$350.00 included in the April 26, 2019 paycheck.
3. Part-time bargaining unit employees continuously employed from April 1, 2019 through June 30, 2019 will receive \$350.00 included in the July 19, 2019 Paycheck.

IN WITNESS THEREOF, the parties have signed their names and affixed the signature of their authorized representatives. on this 12 day of November, 2018. *Approved by the Governing Body on December 12, 2018. yyn*

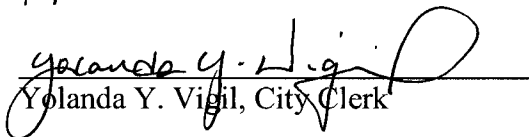
CITY OF SANTA FE



Alan Webber, Mayor

DATE: 1-10-19

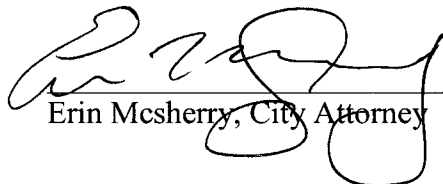
ATTEST:



Yolanda Y. Vigil, City Clerk

DATE: CC mtg. 12/12/18

APPROVED AS TO FORM:



Erin Mcsherry, City Attorney

Approved:

AFSCME



Michelle Gutierrez, AFSCME President