

Contract Renewal and Successor Agreement
Operating Engineers, Local 399

Labor Agreement:

A tentative agreement was reached between the parties on November 7, 2023, to renew a four-year successor Agreement with language changes including wage increases. There are approximately 7 employees in the bargaining unit. The Agreement was ratified by the Members of Local 399 on November 9, 2023. The effective date of the contract is August 1, 2023, through July 31, 2027.

Cost of Settlement:

The parties agree that this unit will receive one dollar and fifty cents per (\$1.50) per hour increase for years one and two and a four percent (4%) wage increase across the board for years three and four.

Estimated Cost of the Increases:

Effective August 1, 2023, \$1.50 per hour wage increase:	\$21,840
Effective August 1, 2024, \$1.50 per hour wage increase:	\$21,840
Effective August 1, 2025, 4% across the board wage increase:	\$23,587
Effective August 1, 2026, 4% across the board wage increase:	\$24,606
Shift Differential from .75 cents to \$1.50 per hour x 4 years:	\$24,960

Total Cost	\$116,834
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It is recommended that the Board of Trustees approve this successor Agreement.