WE HAVE A TENTATIVE AGREEMENT

On Tuesday, June 29, your elected Bargaining Team reached a tentative agreement with Calaveras County Water District management. (Details on the other side.)

Your elected Bargaining Team is recommending a yes vote.

Join your fellow workers for this important meeting:

**TUESDAY, JULY 6**
12 - 1 p.m.

CCWD District Office
120 Toma Ct
San Andreas, CA 95249

*Ratification vote* will take place from 1 to 1:30 p.m.
• Implementation of a 457 plan with a company match of $1,000 on year two of the agreement. The 457 is priced out at .5% of a COLA, so instead of getting 3% on year 2 of the agreement, the folks wanted to go with 2.5% and start the retirement plan.
• PTO soft cap set to 380
• Colas (4% year one, 2.5 year two, 3% year three, 2.5% year four and 2% year 5)
• Lifted CERT Caps
• Made Veterans Day a holiday, not a floater
• Long term union release language
• Redefined on-call from Friday to Friday
• Fought back all takeaways that they wanted into policy and out of MOU

Mike Samarano, the supervisor for the Mechanical Division and a negotiator on the bargaining team, said, “What’s different about the most recent round of contract negotiations was the unmistakable sense of unity among all the Calaveras County Water District workers. Classifications of every kind came together. Our unity was never more apparent than all of the workers voting one-hundred percent for strike authorization. The tentative agreement prevents us from falling behind the curve and staying competitive. We have asked for a match for deferred compensation with our 457 plan in the past three to four contracts. With this new contract, we got a company match of $1,000 on year two of the agreement. Because the contract will be for five years, I feel a sense of relief. We can get back to the work of providing water and sewer service to the residents of Calaveras County.”

Jeremy Wood, distribution worker and a negotiator on the bargaining team, said, “The cost-of-living adjustments are vital. With workers getting raises for the next five-year period, we can stay competitive. The new contract will be great for recruitment. We went all-in as all classifications were united at the bargaining table. I am genuinely happy with the results and what we could win for all Calaveras County Water District workers.”