



HERE
COLLECTIVE BARGAINING AGREEMENT
UPDATE

Regular Board of Directors' Meeting
June 25, 2025

Economic Proposals

	Year 1	Year 2	Year 3
Wages	\$1.25 increase	\$1.50 increase	\$1.50 increase
Health & Welfare	reduction	no change	2.0%
Pension	\$0.25 increase	\$0.25 increase	\$0.25 increase



Add Juneteenth, change language to pay 12 hours for holiday pay



Increase bereavement leave from 3 - 5 days

Maximum Anticipated Costs

	Year 1	Year 2	Year 3	Total
HERE Contract	\$24,000	\$56,000	\$100,000	\$180,000
Percent Increase	3.4%	4.4%	5.8%	13.6%
Rate Impact*	0.01%	0.01%	0.03%	0.05%

*Highest Rate Impact

Next Steps



Post on website for not less than 28 days



Board may take action at July meeting