

Summary Agreement Sheet
AFSCME Legal 3757 CBA
April 14, 2023

Date of Tentative Agreement: **April 14, 2023**

The parties agreed to the following substantive changes:

1. **Article 22 – Duration:** Three year agreement (January 1, 2023-December 31, 2025)
2. **Article 1 – Recognition:** (NEW) Equity Language:
3. **Article 10 – Wages/Merit Pay:**
 - Effective 1/1/2023(or closest pay period): 1.5%
 - Effective 8/1/2023(or closest pay period): 1.5%
 - Effective 1/1/2024(or closest pay period): 1.5%
 - Effective 8/1/2024(or closest pay period): 1.5%
 - Effective 1/1/2025(or closest pay period): 1.5%
 - Effective 8/1/2025(or closest pay period): 1.5%

Modification of range effective **January 1, 2023** or closest pay period:

- Associate minimum increase to \$70,000
- Associate maximum increase to \$110,000
- Attorney minimum increase to \$89,000
- Senior Prosecutor minimum increase to \$95,000
- Senior Prosecutor maximum increase to \$150,000

Modification of range effective **January 1, 2024** or closest pay period:

- Associate minimum increase to \$75,000
- Associate maximum increase to \$115,000
- Attorney minimum increase to \$95,000
- Senior Prosecutor minimum increase to \$100,000

4. **Article 12 – Insurance:** Incorporate plan rates for 2023-2025 pursuant to LMCHI MOA.
5. **Article 13 – Vacation:** Removed barrier to request additional vacation accrual credit from date of hire to anytime.
6. **Article 15 – Leave of Absences:** added eight (8) weeks of paid parental leave for eligible employees.
7. **MOAs:**
 - Added: Modified eligibility for Retiree Health Insurance for employees prior to 1995
 - Updated Retiree Health Insurance MOA
 - Eliminated: Sr Prosecutor in Criminal Division of the CAO

All other changes were of a housekeeping/non-substantive nature.