November 25, 2025

Ed Zuercher, City Manager
City of Phoenix
200 W Washington Street
Phoenix, AZ 85003

Dear Ed,

In accordance with Article 6, Section 6-3 of the MOU between the City of Phoenix and
AFSCME Local 2960, this letter serves as notification of the Union's request to modify the
2024-2026 MOU and negotiate a new MOU to take effect on July 1, 2026.

Attached are the Articles and Sections of the MOU we are proposing to revise.

We look forward to productive discussions with the City team.

Sincerely,

Frank A. Piccioli, President
AFSCME Local 2960

C: City of Phoenix City Clerk's Office
   Cathleen Simpson, City of Phoenix Labor Relations
   Jason Perkiser, City of Phoenix Human Resources Director

AFSCME Local 2960 Proposed Changes to MOU Beginning July 1, 2026

Article 1, Section 1-3A

- Discuss and amend release time language to ensure compliance with the Arizona Supreme Court decision.
- Add language from NLRB on representation.
- Number of representatives in a meeting under certain circumstances.
- Add language for Detention Officers due to coverage under Officer Bill of Rights.
- Clarify language on eligibility for release time.

Article 1, Section 1-3F

- Language on communications with unit members in workplace.
- Updating of bulletin boards in workplace.

Article 1, Section 1-4C

- Information provided to member during investigation.

Article 1, Section 1-4E

- Add language from NLRB on representation.
- Clarify time period for employees to review interview notes.
- Time period of investigatory interviews.

Article 1, Section 1-4F

- Notification to employee of interview conclusion.
- Revise time period to notify employee on ongoing investigation status.

Article 1, Section 1-4N

- Retention table.
- Notification to employee prior to "not met" PMG.
- Overpayment to employee and repayment.

Article 1, Section 1-4Q

- Revise eligible employees who can work out on Code 7.

Article 1, Section 1-6A

- Number of class and compensation studies union may request each year.

Article 2, Section 2-1C

- Revise language on grievance in Step 1 on time period.
- Revert to previous language at Step 3 for Grievance Committee.

Article 2, Section 2-2

- Amend language on FMCS.
- Clarify participants in meetings.

Article 3, Section 3-1A

- Wage increase.

Article 3, Section 3-1E

- Discuss PEP payment.
- Discuss snapshot dates used for PEP after class and comp study.
- Discuss PEP maximum amounts.

Article 3, Section 3-2A

- Records of overtime worked.

Article 3, Section 3-2D

- Clarify eligibility for travel time.

Article 3, Section 3-4

- Increase of sick leave payout at retirement.

Article 3, Section 3-10

- Expand to allow pay for special skills.

Article 4, Section 4-1C

- Revise notification to union when there is a change.

Article 4, Section 4-2A

- Revise current language on lunch and break periods.
- Add clean up language.

Article 4, Section 4-4

- Unit employees' seniority by job classification.

- List of unit employees' City employment date and job classification date.
- Expand seniority language.

Article 5, Section 5-1H

- Discuss supplemental MERP language in MOU for pre-Medicare retirees.

Article 5, Section 5-3

- Clarify covered employees under supplemental life insurance policy.
- Add agreement reached with City on checklist for beneficiaries.

Article 5, Section 5-5A

- 4/10 schedules and Holidays.
- Industrial leave and Holidays.

Article 5, Section 5-5B

- Revise payouts for employees with 6-10 years or more of service.

Article 5, Section 5-6A

- Add classification for uniform allowance.
- Add reimbursement for cooling vests.
- Clarify payment schedule for temporary part-time employees.
- Revise allowance for Court Security Officers.
- Add language on Class A uniforms.

Article 5, Section 5-6A3

- Revise uniform payback language.

Article 5, Section 5-6A7

- Revise Honor Guard language.
- Revise language on management of fund.

Article 5, Section 5-7D

- Seminar funds.

Article 6, Section 6-3

- Adjust dates of MOU.

<u>**NEW**</u>

- **Language on Artificial Intelligence and technology affecting unit members.**