



CITY OF CONCORD

New Hampshire's Main Street™

City Solicitor's Office

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REPORT TO MAYOR AND THE CITY COUNCIL

DATE: January 7, 2025

FROM: City Solicitor's Office

SUBJECT: Tentative Agreement with Local 2322, International Union - United Automobile, Aerospace and Agricultural Implement Workers of America

Recommendation

Accept this report approving the cost items in a two (2) year Collective Bargaining Agreement between the City of Concord and the Local 2322, International Union - United Automobile, Aerospace and Agricultural Implement Workers of America ("UAW") covering the period from January 1, 2025 through December 31, 2026.

Discussion

The City of Concord and representatives of UAW have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expired on December 31, 2024. There are 131 positions covered by this union. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA).

Year 1 of Contract (1/1/25-12/31/26): 4% COLA

Year 2 of Contract (1/1/25-12/31/26): 4% COLA

The cost of the 4% COLA for the two year contract is estimated to be \$473,602 (CY25) and \$497,937 (CY26).

2. Annual Leave.

Amend Annual Leave Accrual Schedule as follows:

Years of Continuous Service:

0-1	120 hours	currently 94-100
2-5	160 hours	currently 94-100
6-10	200	currently 116-124
Over 10	240	currently 138-212

There is no defined cost associated with this change, however, these changes may increase annual leave payouts for employees at the end of their service.