



TO: JARED SORENSEN, HUMAN RESOURCES MANAGER,

FROM: SARA HEDGES, CITY ATTORNEY **SH**

RE: COLLECTIVE BARGAINING AGREEMENT WAGE REOPENER WITH TEAMSTERS (GENERAL EMPLOYEE UNIT) OCTOBER 1, 2024 - SEPTEMBER 30, 2026.

CAO RLS FILE: RLS 26-152

DATE: MAY 5, 2026

I have reviewed the above Request for Legal Services (RLS) related to the First Amendment to the Collective Bargaining Agreement with the Teamsters. I have made suggested changes to the First Amendment as follows:

1. Included factual background related to the Impasse process and decisions in the Recitals.
2. Included an explanation of the scrivener's error that is being corrected in the Recitals.
3. Identified Article 22 (which includes Attachment A as part of Article 22) as Exhibit A.
4. Deleted Section 3 from the First Amendment as it was duplicative to the Attachment A to Article 22 that is replacing the existing document.
5. Moved the signature page onto the second page since there was sufficient room.
6. Changed the date of the First Amendment to be the date listed in the first paragraph on page 1 of the First Amendment. This date should be filled in by the Mayor upon her signature (assuming she is the last signor, as is customary).
7. Labeled Article 22 as Exhibit A.
8. Corrected the cell boxes within Attachment A to Article 22, where appropriate.

I have uploaded the First Amendment in a Track Changes and Clean Copy format. The Clean Copy, with the above suggested changes included, is approved as to legal form and correctness. Please have all signors, except the Mayor, sign the First Amendment prior to presentation to the City Commission.

I have also prepared a Redline of Article 22 for your use in presenting the First Amendment to the City Commission. Please note, I compared the document you provided to the current Agreement. I found multiple places where you had not marked deleted language in the draft, so I included the language you had already deleted as a strike through for the City Commission's ease to see all changes between the Agreement and the First Amendment. Please double check the Redline to ensure I found all changes: additions are underlined, deletions are ~~strike through~~. If you have any questions, please do not hesitate to contact this Office via phone or e-mail.

