

Clark County Water Reclamation District
Attachment I – Summary of Changes
Non-Supervisory Unit

***Any articles not explicitly listed below do not have substantive changes, but may contain administrative changes, including references to Clark County instead of the District, or job title references.**

Article 1 – Agreement

The effective date of the supervisory and non-supervisor bargaining agreement is the date of ratification by the Board of Trustees or July 1, 2026, whichever is later.

Article 7 -Employee Rights

The District and Union agreed that the District will send out mass email to all union eligible employees after approval of the topic by District Human Resources.

Article 8 – Union Rights

The union will be allowed to extend the training of newly appointed stewards to one (1) year of being elected or appointed. It also includes a provision of no more than two (2) union representatives who will attend a disciplinary meeting.

Article 15 – Compensation

The annual percentage increase in salary schedules will be adjusted by the annual percentage increase to CPI-U all items, All Urban Consumers, Pacific Cities, West-A (Series ID CUURS400SA0), as of March of each year.

Article 22 – Holidays

Holiday leave will accrue to a holiday leave balance for use before June 30th. On July 1st all unused holiday leave for the preceding year will be forfeited, with the exception of Memorial Day and Juneteenth.

Article 23 - Vacation

Emergency Vacation Leave – an employee will be granted one (1) emergency vacation absence per calendar year annually. This request will not be considered an incident for this one request.

Employees will be permitted to sell back up to forty (40) vacation hours provided the employee maintains a minimum accumulated balance of two hundred (200) hours.

Article 35 – Time and Attendance

Scheduled absence must be requested prior to the close of the prior shift. Tardiness of more than fifteen (15) minutes will be considered Leave Without Pay if an employee does not call prior to the start of their shift.

Article 42 - Terms of Agreement

The agreement is effective July 1, 2026 or upon approval of the District Board of Trustees whichever is later and shall remain in effect until the last day of June 30, 2031. There is a re-opener in Year 2029 or 2030 which allows each party to open one (1) Article of their choosing.

Memorandum of Agreement - Continuity of Critical Wastewater Operation

Payment of Attendance Award incentive is from August 20 to August 19 for each year of the contract.