

EXTENSION AGREEMENT

This Agreement is made and entered into this 1st day of July, 2020, by and between the LAS VEGAS VALLEY WATER DISTRICT, whose address is 1001 South Valley View Boulevard, Las Vegas, Nevada, hereinafter referred to as the "District," and the WATER EMPLOYEES ASSOCIATION OF NEVADA, whose address is Las Vegas, Nevada, hereinafter referred to as the "Association," as a product of the good faith bargaining efforts of both parties and for the purpose of promoting harmonious employer/employee relationships and the efficiency of the District operations.

Whereas, the current collective bargaining agreement (CBA) between the parties expires on June 30, 2020, and

Whereas, the parties have begun collective bargaining for a new contract to begin July 1, 2020, and

Whereas, the parties acknowledge that the current pandemic has made negotiations for a new contract difficult from a practical standpoint, and

Whereas, the economic effects of the current pandemic are still being analyzed, and

Whereas, it is in the best interest of the District and the Association to agree to a one year extension of the current contract,

Therefore, the parties agree as follows:

1. Article 38 of the CBA shall be modified to read as follows:

ARTICLE 38 - COST-OF-LIVING WAGE ADJUSTMENT

A. Effective with the first full pay period in July 2015, 2016, 2017, 2018 and 2019, Field Unit employees shall receive a cost-of-living wage adjustment equal to the annual increase as of April, per the Consumer Price Index, All items, All Urban Consumers, Pacific Cities, West-A. There shall be no cost-of-living wage adjustment for the fiscal year July 1, 2020--June 30, 2021.

B. The Field Unit pay plan will be adjusted by the same percentage defined above at the same time employees receive their cost-of-living wage adjustment.

C. This article shall be automatically reopened if the Consumer Price Index, All Items, All Urban Consumers, Pacific Cities, West-A, as above in A, is above three percent (3%) or falls below one-and-one-half percent (1.5%). Additionally, should a Consumer Price Index be developed for the Las Vegas Metropolitan area, the parties may discuss its applicability.

2. Article 43 of the CBA shall be modified to read as follows:

ARTICLE 43 - DURATION

A. Except as provided in Section (D) below, this Agreement shall remain in full force and effect until June 30, ~~2020~~ 2021, unless extended by mutual written agreement.

B. It is agreed that each party may select up to three (3) non-economic issues to reopen each year.

C. On or before February 1 of each year, either party may give notice of its desire to negotiate under the provision in Section (B) above. Items re-opened under this provision or Section (D) below to become effective upon agreement, but not earlier than July 1 of the year during which the notice is given, and to remain effective until the end of the Agreement.

D. It is agreed that for the third year of this Agreement, either party may select one (1) economic issue to reopen, two (2) for the fourth year and three (3) for the fifth year. Notice of the desire to negotiate under this provision shall be given prior to February 1 of the applicable year. The opportunities provided for by this paragraph are in addition to the Wage Adjustment re-opener, included in Article 38, Paragraph (C), herein.

E. It is agreed that any re-opener negotiations and any statutory impasse procedures will be limited solely to the items reopened for negotiation, and that all other terms and conditions of this Agreement shall remain in full force and effect for the entire duration hereof as provided in Section (A).

3. All other provisions of the CBA shall remain unchanged.