

Cupertino Employees Association



NEGOTIATIONS 2025

Correspondence

FINAL COMPREHENSIVE TENTATIVE AGREEMENT

DATE: September 18, 2025 **TIME:** AM / PM

The following represents a comprehensive tentative agreement between the City of Cupertino ("City") and the Cupertino Employees Association ("CEA" or "Union") as a result of labor negotiations for a Memorandum of Understanding (effective July 1, 2025 through June 30, 2028).

MOU Section	City's Proposal / Response
Term	3-Year term effective July 1, 2025 through June 30, 2028.
Section 4 – Salary Schedule	For all bargaining unit members, employed with the City as of July 2, 2025, and retroactive to the first full pay period after July 1, 2025, a 5.0% salary increase will be added to the salary range of each classification in this bargaining unit. Employees must be an active employee at the time of the retroactive payout in order to receive said retroactive pay to the first full pay period after July 1, 2025. Effective the first full pay period after July 1, 2026, a 3.0% salary increase will be added to the salary range of each classification in this bargaining unit. Effective the first full pay period after July 1, 2027, a 3.0% salary increase will be added to the salary range of each classification in this bargaining unit.
One-Time Lump Sum Payment	The City will pay all bargaining unit members, employed with the City as of July 2, 2025, a one-time, non-pensionable lump sum of \$1,000, which shall be subject to all applicable payroll tax and withholding. The parties agree that this one-time payment shall not be PERSable (i.e. counted towards base salary or final compensation for CalPERS retirement calculation). Payment shall be made through payroll following the City Council's approval of a successor MOU. Employees must be an active employee at the time of the retroactive payout in order to receive said \$1,000 lump-sum payment.
Section 13.1 – Health – Medical and Dental Insurance	City agrees to pay an amount as set forth herein for medical coverage for employee and dependents through the Meyers-Geddes State Employees Medical and Hospital Care Act.

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Effective July 1, 2025, for each participating employee, the City shall contribute the maximum toward premium cost per month for health and dental during the term of this agreement as follows:

July 1, 2025	City Max Health Contribution	City Max Dental Contribution	City Total Max Contribution
Employee	\$1,112.90	\$114.30	\$1,227.20
Employee + 1	\$2,225.80	\$114.30	\$2,340.10
Employee + 2	\$2,893.54	\$114.30	\$3,007.84

Required contribution amounts exceeding the premium contribution of the City are the responsibility of the employee. The City will no longer pay medical insurance cash back (excess of the monthly premium less the cost of the medical coverage) for any employee.

With regards to any change in the monthly medical plan premium charged by CalPERS in the plan years subsequent to 2025 (specifically, the CalPERS healthcare rate increases effective January 1, 2026, January 1, 2027 and January 1, 2028), the City's maximum contributions shall be tied to the CalPERS Kaiser Permanente plan increases and shall be capped at no more than 20% of any such total increase in aggregate during the course of this 2025 – 2028 MOU. Any required contribution amounts exceeding the premium contribution of the City are the responsibility of the employee.

All other provisions of this Section are the same.

Section 14 – Safety Footwear

Accept union's proposal dated June 6, 2025.

All outstanding proposals to which there is no Tentative Agreement or which are not addressed above are to be withdrawn or deemed denied.

The City and CEA jointly acknowledge that this comprehensive tentative agreement has already received: i) the City Council's approval; and, ii) ratification by CEA's membership, and that this comprehensive tentative agreement shall be binding to the parties upon execution.

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For the City

Signed by:
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Kristina Alfaro Date
Director of Administrative Services

Signed by:
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Vanessa Guerra Date
Human Resources Manager

DocuSigned by:
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Christopher Boucher Date
Labor & Employment Counsel

For the Union

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Representative/Organizer

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