

Memorandum of Understanding (MOU)
Between
Timberon Water and Sanitation District (TWSD)
and the
Communications Workers of America (CWA)

Whereas the Collective Bargaining Agreement (CBA) between TWSD and CWA expired on July 1, 2022, and,

Whereas, CWA requested to negotiate a new contract on October 23, 2024, delivered an opening proposal on March 3, 2025, and parties met to begin contract negotiations on March 4th, 2024, and,

Whereas TWSD has not yet delivered a counter proposal or agreed to meet for further discussions,

Now, therefore, the parties agree to update the Collective Bargaining Agreement as follows:

APPENDIX - A Wage Schedule

THIS APPENDIX is supplemental to the Agreement by and between TIMBERON WATER AND SANITATION DISTRICT, hereinafter referred to as the “Employer” and the COMMUNICATIONS WORKERS OF AMERICA

A.1 - Wage Equity.

If an employee is being hired into a department that has one (1) or more employees in a similar job title doing similar work, the new employee's wage shall not exceed the current wage of any employee in the department with a similar job title who has equivalent or comparable qualifications, including experience, years of service, or education.

In 2026, the following evaluation increases will be given on an employee's anniversary date:

Exceptional	1.25 cents an hour
Above average	1.00 cents an hour
Average	0.75 cents an hour

A.2 – Wage Rates

TWSD Bargaining Unit Employees have not received a bargained wage increase since July 1, 2021. Effective July 1, 2026 all TWSD bargaining unit employees will receive a \$2.00 hourly increase on their current wage, provided that no employee shall be paid less than \$13 per hour.

By: Wendy Case
Wendy Case, General Manager

4/1/2026
Date

THE COMMUNICATIONS WORKERS OF AMERICA

By: Paul C. Castaneda
Jana Smith-Carr, CWA Representative

4/1/2026
Date

Paul Castaneda
CWA District 7 Administrative Director