



City of Milpitas

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City of Milpitas and MidCon Reach Tentative Agreement, Averting Potential Strike

Milpitas, CA – November 13, 2025 – FOR IMMEDIATE RELEASE

The City of Milpitas and the MidCon (Mid-Management and Confidential) employees bargaining unit have reached a tentative one-year agreement, successfully averting a potential strike and ensuring continued delivery of essential public services.

“This agreement represents a balanced outcome that values our employees’ hard work while maintaining the City’s long-term fiscal stability,” said Mayor Carmen Montano. “We are grateful to MidCon for their collaboration and commitment to finding common ground.”

The agreement, which covers the period from July 1, 2025, through June 30, 2026, reflects a shared commitment to fair compensation, fiscal responsibility, and collaborative labor relations. Key provisions of the tentative agreement include:

- 5% general salary increase for all bargaining unit members, effective July 1, 2025.
- Longevity Pay recognizing years of service:
 - 1% salary increase after 9 years of service;
 - An additional 1% after 14 years;
 - An additional 1% after 19 years.
- A one-time, non-pensionable lump-sum payment of \$2,450 to each bargaining unit member employed by the City as of the date of the tentative agreement, payable following City Council adoption.

Ryan Heron, a labor relations representative with Laborers’ International Union of North America Local 792 added, “We are pleased that through productive discussions, both sides reached an agreement that honors our members’ contributions and avoids disruption to City services.”

The City Council is scheduled to consider adoption of the agreement at its December 2, 2025 meeting and MidCon members voted to ratify the one-year agreement this week.

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About the City of Milpitas

About the City of Milpitas Located at the southern end of San Francisco Bay, Milpitas is a progressive community that is an integral part of Silicon Valley. A full-service city with water utility, sewer utility, police and fire services, Milpitas is a flourishing community with a very diverse and inclusive resident population of over 80,000. Often referred to as the Crossroads of Silicon Valley, the City is situated between major thoroughfares in the Bay Area and considered a highly desirable location for world-class technology companies seeking to build a central base of operations. With the addition of the new Milpitas Transit Center offering BART, light rail, and bus service and multiple new mixed-use development projects, along with a host of new City Plans and Programs in support of an inspiring and sustainable future, the City is at the forefront of building the next generation economy. For more information, visit: www.milpitas.gov