

**BOLTON POINT and UAW LOCAL 2300**

**TENTATIVE AGREEMENTS FOR 2024-2026 AGREEMENT**

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Section 16.07 ON CALL

11/27/23 & 12/4/23- TA'd

Production's Electrical & Mechanical Technician and Distribution Department employees are required to rotate being "on call" for weeknights, weekends, and holidays. During this time, they must remain in ~~radio or general telephone~~ **cell phone** contact and be able to respond to the plant or work site within one hour, fit for duty. ~~Distribution Department employees and Production Department's Electrical Mechanical Technicians~~ Instruments and Controls Mechanic Operators These employees will be paid for being "on call" from 4:00 p.m. to 8:00 a.m. Monday through Thursday and 4:00 p.m. Friday through 8:00 a.m. Monday.

**Distribution** Employees "on call" will be paid one-half (1/2) hour at time and one half (1 1/2) for each eight (8) hour period of time. (i.e.: 4:00 p.m. Monday to 8:00 a.m. Tuesday equals one-half (1/2) hour at time and one half (1 1/2). For each 24 hours of on call time for a normal two-day weekend, employees will be paid one and one half (1 1/2) hours at time and one half. This provision is in addition to overtime pay for any hours actually worked while "on call." {8.0 hours of On-Call per week at OT rate}

**Production** Employees "on call" will be paid **one (1)** hour at time and one half (1 1/2) for each eight (8) hour period of time. (i.e.: 4:00 p.m. Monday to 8:00 a.m. Tuesday equals ~~one (1)~~ **two (2)** hours at time and one half (1 1/2). For each 24 hours of on call time for a normal two-day weekend, employees will be paid ~~one and one half (1 1/2)~~ **three (3)** hours at time and one half. This provision is in addition to overtime pay for any hours actually worked while "on call." {16.0 hours of On-Call per week at OT rate}

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Section 16.08 CALL IN (paragraph 2 change)

12/04/23 TA'd

Employees who are called in to work are guaranteed a minimum of four (4) hours call-in pay at a rate of time and one half (1 1/2.) **Employees called in to work on Memorial Day, Thanksgiving Day or Christmas Day will be paid at a rate of double time (2x).**

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**ARTICLE 17 WAGES**

12/04/23 TA'd

Classification System and Wage Scale revised for effective 1/1/2024 –See Appendix 1.

Established wages for the job classification system covered under this contract will receive a **six percent (6%)** increase on the previous year's Job Rate for the first year of the contract, a **five percent (5.0%)** increase on the previous year's Job Rate for the second year of the contract and a **four percent (4.0%)** increase on the previous year's Job Rate for the third year of the contract.

Changes to Classification structure

- **Change to Classification 6 list to include Senior Distribution Operator, Senior Electrical Mechanical Technician and Assistant Finance Manager**
- **Water Treatment Plant Operator Trainee and Distribution Operator Assistant start at Classification 2 Job Rate. When eligible for promotion to Classification 5B start at Step 1.**
- **Promotions- Start at Step 1 of the new classification level**

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Section 17.01 LONGEVITY      **12/4/23 TA'd**

Longevity payments are paid annually based on the following for the length of the contract.

<b>5-9 Years-</b>	<b>\$250</b>	<b>10-14 Years-</b>	<b><del>\$425</del> \$500</b>	<b>15-19 years-</b>	<b><del>\$525</del> \$650</b>
<b>20-24 years -</b>	<b><del>\$625</del> \$750</b>	<b>25 years or more-</b>	<b><del>\$725</del> \$850</b>		

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Section 17.02 LICENSES      **11/30/23- TA'd Drone at \$0.10**

As an encouragement for employees to expand their knowledge and skills, Bolton Point will add an additional amount to the employee's base wage for having specific licenses. The additional amount is added to the base rate each pay and is non-accumulative. However, it would be included in shift differential pay and overtime pay.

IA-SW/GUI Filtration Plant license	\$1.00 per hour
Code Enforcement Certification	\$0.50 per hour
Cross Connection/ Backflow Certification	\$0.25 per hour
<b>Drone License**</b>	<b>\$0.10 per hour</b>

**\*\* (max 1 per department-based on job description-GIS/IT Specialist & Sr. WTPO)**

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Section 18.02 HOLIDAY PAY      **12/4/23 TA'd**

Employees who work on a Holiday (including the floating holiday) as part of their regular shift will receive pay at a rate of time and one half (1½) for the hours worked on said holidays and holiday pay at straight time for the hours worked on said holiday. **Employees scheduled to work as part of their regular shift on Memorial Day, Thanksgiving Day or Christmas Day will receive pay at a rate of double time (2 times the hourly rate plus applicable shift differential) for all hours worked on that holiday.**

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SECTION 21 INSURANCES

SECTION 21.01 HEALTH INSURANCE PLAN:      **11/27/23 TA'd**

Health insurance coverage is offered to all employees who work 20 hours or more per week. Effective 1/1/2015, employees will be given the option to select which health insurance plan they want to enroll in; either the existing PPO plan or the Standard Platinum Plan\*. ~~Employees who switch plans may opt back to the previous plan after two (2) years of consecutive coverage.~~ Effective 1/1/2018, employees hired on or after this date will be allowed to enroll only in the Platinum Plan. **Effective January 1, 2024, no new enrollment will be allowed in the GTCMHIC PPO plan.**

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SECTION 21.02 HEALTH INSURANCE COST SHARE: 11/27/23 TA'd

All eligible employees shall contribute an established contribution of the health insurance monthly premium for the type of health insurance that the employee has elected (individual or family coverage **or whatever tier structure is available**.) All employee contributions to the monthly premium through payroll deduction will be made with pre-tax dollars unless the employee chooses otherwise.

Current PPO Health Insurance Plan (not available to employees hired after 1/1/2018)

**2024- 15%** employee monthly premium contribution for ~~Individual or Family~~ **elected** coverage

**2025- 15%** employee monthly premium contribution for ~~Individual or Family~~ **elected** coverage

**2026- 15%** employee monthly premium contribution for ~~Individual or Family~~ **elected** coverage

Standard Platinum Plan):

**2024- 15%** employee monthly premium contribution for ~~Individual or Family~~ **elected** coverage

**2025- 15%** employee monthly premium contribution for ~~Individual or Family~~ **elected** coverage

**2026- 15%** employee monthly premium contribution for ~~Individual or Family~~ **elected** coverage

Employees hired after January 1, 2021, will be only allowed to enroll in the GTCMHIC Standard Platinum Plan at the employee cost share of 15% of the monthly premium.

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SECTION 21.07 SHORT TERM DISABILITY INSURANCE: 11/27/23 TA'd

Disability insurance covers employees when they have been injured outside of work or for other non-employment medical reasons like surgery. This insurance pays for missed time at work only and does not provide any coverage for medical bills. For injuries that occur during work, refer to Workers' Compensation Insurance.

**Disability benefits will be paid for non-work-related illness after the 7-day waiting period (5 business days) and for non-work-related injury after 1 day. The employee must cover the waiting period using their sick time, but if depleted, then any paid time off leave can be used. After the waiting period, the employee will use code "Other-Dis" to subsidize 70% of the employee's regular hours per day (5.60 hours out of 8.0 hours). The remaining 30% of hours per day (2.40 hours) shall be supplemented by an employee's sick time or any paid time off leave can be used. The use of the employee's paid time off leave will allow the employer to issue the employee their regular full paycheck, continue to accrue paid leave time, continue health insurance, and be credited with days worked in retirement system. Short term disability leave will be available for a maximum of twenty-six (26) weeks in any consecutive fifty-two (52) week period beginning as of the first use of disability.**

**If the employee has depleted all their paid time off leave, then they will be eligible for only the 70% paid by the employer and will no longer be eligible to accrue additional paid leave time and will no longer be reported as active to the state retirement system. There will be no change to their health insurance or employee contribution.**

**The Employer may contract with a third party to process these claims. The employee must submit a claim form and provide an acceptable Doctor's statement for the claim to be processed. All decisions regarding the claim will be handled by the third party. Any reimbursement payments from the third party will be paid directly to the Employer to reimburse "Other-Dis" time. If the employee accidentally receives a payment from the third party, they shall forward it to the Human Resources Office immediately. A doctor's statement authorizing a return to work is required. The Employer and / or employee may request a light duty return to work.**

~~Short Term Disability insurance is provided to all employees working 30 hours or more. A small payroll deduction will be made each payday for this coverage. Upon the submission of an acceptable Doctor's statement, benefits will be paid for non-work related illness or injury after the seven day (7) waiting period (five (5) business days) and for non-work related injury (accident) after day one; both in which continue up to a maximum of twenty-six (26) weeks. Benefits are paid at 50% of the average of the employee's last eight weeks of pay or a maximum of \$300.00 a week. Disability coverage shall be supplemented by an employee's sick time balance. Sick, Vacation, Personal or Compensatory time can be used during waiting period. The use of accrued sick time will allow the employer to issue the employee their regular pay check. If an employee is out of sick time then other fringe time can be used. The payment from the carrier will be paid directly to the Employer. If the employee receives a check from the disability carrier, he/she should forward it to the Human Resources Office immediately. A doctor's statement authorizing a return to work is required.~~

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ARTICLE 24- UNIFORMS AND SAFETY SHOES -12/04/23 TA'd

Distribution and Production employees are required to wear uniform style clothing during all working hours. Uniforms will display an employee's first name and identify him/her as a Commission employee; the cost of the name and logo will be absorbed by the Commission. Distribution and Production employees must wear OSHA approved steel-toed safety shoes while on duty.

Distribution and Production employees that wear uniform-style clothing, the Commission will provide reimbursement for uniforms and safety shoes up to a maximum of ~~\$400.00~~ **\$500.00 per year**. All Distribution and Production employees will be eligible for winter coats and overalls up to \$200 per employee every three years. **All Administration employees and the Distribution Department's GIS/IT Specialist will be eligible for SCLIWC logo clothing up to a value of \$100 per employee per year.**

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ARTICLE 25 SAFETY GLASSES 11/27/23 TA'd

For Production and Distribution employees prescription ANSI safety glasses will be reimbursed for a total not to exceed ~~\$400.00~~ **\$200.00** and no more frequently than every two years, unless there is a prescription change **or damaged beyond repair**. Employee may select the preferred vendor or one of their own choosing. **Employee will be responsible for eye examination and any costs above the allowed amount.**

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ARTICLE 26 CELL PHONE REIMBURSEMENT 11/27/23 TA'd

~~For Production and Distribution~~ **All Commission** employees who have a cell phone which is used ~~by the Commission for communication purposes~~ will be reimbursed ~~thirty (\$30)~~ **fifty (\$50)** dollars per month towards the cost of their cell phone bill. The amount will be paid out quarterly and is a taxable benefit. Cell phone use policy will be adhered to. ~~No~~ **All** employees will be required to carry a personal cell phone to receive benefit.