



Summary of AFSCME contract amendments:

Labor Agreement

1. Cover page: update dates of contract
2. Table of contents: updated
3. Article I–Purpose of Agreement: update date of contract
4. Article 3–Definitions: addition of *Business Days*
5. Article 6–Grievance Procedure: amend “calendar” to “business” days which provides additional time to review the grievance, discuss the grievance with supervisory staff, and conduct interviews/meetings to determine the facts of the issue and possible resolution
6. Article 16–Insurance: update dates of contract
7. Article 10–Discipline: Copies of written reprimands to be given to the employee, not the union.
8. Article 11–Overtime/Compensatory time: Annual payout of compensatory time over 45 hours.
9. Article 12–Shift Differential: RBA&E Maintenance Technicians to be paid an additional \$0.50 per hour worked between 5:00 p.m. and 12:00 a.m.
10. Article 13-19: updated article numbers
11. Article 13–Standby: increase standby pay to \$24.00 per day for the wastewater Plant Operators and Maintenance Operators.
12. Article 14: Insurance: update dates of contract and establish union representation on an insurance committee.
13. Article 20–Holidays:
 - a) The wastewater plant is staffed 7 days per week/365 days per year. When a holiday falls on a Saturday or Sunday, clause 20.5 serves to clarify when wastewater employees who work rotating shift schedules receive holiday pay, either on the observed holiday or on the actual holiday.
 - b) Clause 20.6 provides clarification on when the employee is eligible for premium pay.

14. Article 24–Clothing: increases the clothing allowance from \$350 to \$375 and the protective footwear allowance to from \$175 to \$200. The footwear allowance language specific to AFSCME employees is currently listed in the Personnel Policy, Appendix A; that policy language will be removed in the place of language in the contract.

15. Article 29–Duration: update dates of contract.

16. Appendix A:

a. language regarding implementation of the new A-J pay structure and wage schedules for 2022, 2023, and 2024. The union has accepted the new pay structure and has agreed to an implementation plan consistent with what the Council approved for non-union and both LELS unions.

b. Wage schedules reflect the following general wage increase:

2022–2%

2023–3%

2024–3%

Memorandum of Understanding: update of effective dates of the proposed wage schedule for the term of the agreement (effective 1st day of the pay period that includes January 1).