

## LABOR RELATIONS MANAGER'S REPORT

### CITY EMPLOYEES LOCAL #236 LABORER'S INTERNATIONAL UNION OF NORTH AMERICA

1. Wages:
  - a. 0.0% increase effective the pay period that includes January 1, 2010. Cost 2010: \$0
  - b. 3.0% increase effective the last pay period of 2011. Cost 2011: \$19552
2. Maintain Health Insurance at 105% of the minimum premium. Cost 2010: 287,316  
Cost 2011: 155,256
3. Agreement that probationary period would not extend beyond 12 months except on day for day basis, and that trial period is 6 months. No cost.
4. Shift differential increase for evenings and Sundays as well as out of class pay. Cost 2010: 18,000. Cost 2011: No additional increase.
5. Exchange of sideloader pay for additional VEBA contribution of \$30,000 beginning at the end of the contract. No cost.
6. Increase in VEBA of \$30,000. Cost 2010: No additional cost. Cost 2011: 30,000.
7. Automatic carryover of 2 weeks of vacation. No cost.
8. Provision of sick leave for absences necessitated by illness of immediate family member. No cost.
9. Increase time for suspension or revocation of commercial driver's license to include 12 months plus 30 days for DOT administration. No cost.
10. Maintain hourlies until Friday following Thanksgiving Holiday. No cost.