

Labor Relations Manager's Report  
for  
Teamsters Local 695  
2008-2009 Contract

Summary of Major Changes:

1. WAGES
  - a. 3.0% increase effective the pay period that includes January 1, 2008. Agreed to a reduction in wages if health care costs rose more than 11%. Cost: \$543,000. With benefits not including health: \$651,604.
  - b. 3.0% increase effective the pay period that includes January 1, 2009. Agreed to a reduction in wages if health care costs rose more than 11%. Cost: \$559,293. With benefits not including health: \$671,152.
2. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo. Cost 2008: \$296,387. Cost 2009: \$245,123.
3. Agreed to place the language in an MOU regarding the City's post-retirement sick leave conversion medical reimbursement plan into the contract. No anticipated cost.
4. Agreed to adjust all dates listed in the contract to reflect a 2008-2009 agreement. No anticipated cost.
5. Updated the glossary. No anticipated cost.
6. Agreed to disciplinary action for employee involved in accidents deemed chargeable by the Accident Review Committee. No anticipated cost.
7. Updated language regarding requirement for Commercial Drivers License (CDL). No anticipated cost.
8. Reduced time required for furnishing certificate of illness or injury from three (3) days to one (1) day. No anticipated cost.
9. Agreed to language regarding discipline for employees who are absent without pay (AWOP) or have excessive absenteeism. No anticipated cost.
10. Agreed to language allowing the dispatcher to notify employees who are on funeral leave, vacation, worker's compensation, leaves of absence, or sick leave that the pick board is posted. No anticipated cost.
11. Clarified pick procedure language. No anticipated cost.