

LABOR RELATIONS MANAGER'S REPORT
for
AFSCME Local 60, AFL-CIO
2010-2012 Collective Bargaining Agreement

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: \$56,768
 - c. 2.0% increase effective the last pay period of 2012. Cost 2012: \$38,980
2. Maintain Health Insurance at 105% of the minimum premium. Cost 2010: \$186,340. Cost 2011: \$430,000 Cost 2012: Unknown.
3. Shift differential increase for evenings and Sundays. Cost 2010: 0. Cost 2011: \$24,000. Cost 2012: 0.
4. Hourly employees permitted to work up to 1100 hours prior to attaining permanent status. No cost.
5. Bereavement modified to provide nonconsecutive leave provided the days are taken within two weeks of qualifying death, funeral and/or memorial service. No cost.
6. Creation of Post Employment Health Plan. Cost 2010: \$47,000. Cost 2011: \$73,000. Cost 2012: 0.
7. Elimination of early paycheck language. No cost.
8. Creation of MOUs to modify grievance process and to modify testing limits for those employees required to take exams during displacement process. No cost.
9. Creation of work group to address excessive use of disability leave. No cost.
10. Creation of Thanksgiving Holiday for crossing guards. Cost 2010: \$2,000. Cost 2011: 0. Cost 2012: 0.