

LABOR RELATIONS MANAGER'S REPORT  
for  
LOCAL 236, L.I.U.N.A.  
2008 – 2009 CONTRACT

SUMMARY OF MAJOR CHANGES

1. WAGES

- a. 3.0% increase effective the pay period that includes January 1, 2008 Cost: \$327,632, benefits \$59,793.
  - b. 2.0% increase effective the pay period that includes January 1, 2009.
  - c. 1.0% increase effective the pay period that includes July 1, 2009. Total cost for 2009: \$282,343, benefits \$51,528.
2. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo. Cost: 2008 - \$194,909 2009 – Unknown at this time.
  3. Agreed to increase the comp time balance for Streets Department only from 60 hours to 80 hours beginning with ratification of this contract by both parties. Cost: No anticipated cost for this item.
  4. Agreed that employees sent to vendor/technical school for training programs away from their worksites will adjust their work schedule to coincide with the hours of the training program. This provision includes City conducted harassment and work place violence training. Cost: No anticipated cost for this item.
  5. Agreed to place into the contract an amended Section 11.1 (General Seniority) to read: "General seniority shall be defined as an employee's total continuous time of service with the City less any time on leave of absence without pay or any time on layoff status. Seniority adjustments will be made in eight (8) hour increments per calendar year. The eight (8) hour increments are defined as either an eight (8) hour shift or a total accumulation of time that totals eight (8) hours. If ties occur, cutting cards will determine the tiebreaker. Cost: No anticipated cost for this item.
  6. Agreed to place the language in an MOU regarding the City's post-retirement sick leave conversion medical reimbursement plan into the contract. Cost: No anticipated cost for this item.
  7. Increased the amount of money placed in the Post Employment Health Plan by the per cent of the wage increase for each year. Cost: 2008 - \$ 5,057; 2009 - \$ 5,244.
  8. Agreed to adjust all dates listed in the contract to reflect a 2008-2009 agreement. Cost: No anticipated cost for this item.
  9. Agreed to place into the contract the past practice of adjusting holiday pay on a minute-for-minute basis when an employee is in an unpaid status on the regular scheduled work day before or the next regular scheduled work day after a holiday. Cost: No anticipated cost for this item.
  10. Agreed to add spouse or designated family partner or employee's spouse or family partner's dependents to the definition of those covered by the Death in the immediate family provision. Cost: No anticipated cost for this item.

11. Agreed to change the working hours on the paid leave days of December 24 and December 31 in Motor Equipment from 3:00 p.m. to 11:00 p.m. to 2:30 p.m. to 10:30 p.m. and from 11:00 a.m. to 3:00 p.m. to 10:30 a.m. to 2:30 p.m. Cost: No anticipated cost for this item.
12. Agreed to change the work schedule in the Street Division Shop from 3:00 p.m. to 11 p.m. to 2:30 p.m. to 10:30 p.m. Cost: No anticipated cost for this item.
13. Agreed to place the language of an MOU regarding Commercial Drivers License (CDL) and drivers license into the collective bargaining agreement. Cost: No anticipated cost for this item.
14. Agreed to update the language in the contract regarding reimbursement for safety shoes to reflect a maximum of \$155.00 for the length of this contract. Cost: No anticipated cost for this item.
15. Agreed to provide shelter for Waste Site Operators during severe weather. Cost: No anticipated cost for this item.