

CITY OF CHICAGO'S
REVISED PACKAGE COUNTER-PROPOSAL
FOR A COLLECTIVE BARGAINING AGREEMENT
BETWEEN

THE CITY OF CHICAGO

AND

THE PUBLIC SAFETY EMPLOYEES BARGAINING UNIT
(UNIT II)

JULY 19, 2012

The City reserves the right during negotiations to add to, delete, modify, change or withdraw any proposal or tentative agreement prior to final agreement on and acceptance of a complete agreement.

PACKAGE PROPOSAL

The following represents the City of Chicago's complete package proposal to resolve all negotiation issues for a collective bargaining agreement between the City and the Public Safety Employees Bargaining Unit/Unit II . All Union proposals and counter-proposals not included herein are hereby rejected.

This proposal is to be accepted or rejected as a package.

JTA 7/19/12
JEM

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is made and entered into this 19th day of July, 2012, by and between the City of Chicago ("City") and the Public Safety Employees Union ("the Union"), the coalition comprised of SEIU Local 73 and IBEW Local 21 acting as the certified exclusive collective bargaining representative of certain non-sworn public safety employee within the single bargaining unit commonly known as "Unit II".

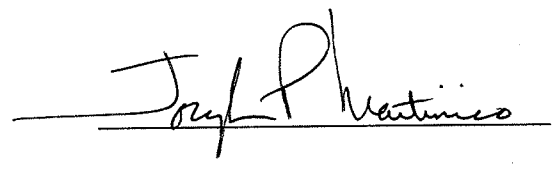
The parties hereby tentatively agree to enter into a successor collective bargaining agreement ("the Agreement") covering Unit II, subject to the following terms and conditions:

1. The Agreement shall consist of the terms contained in the July 1, 2007 – December 31, 2010 collective bargaining agreement between the parties, ratified by the City Council of the City of Chicago ("City Council") effective August 6, 2009, which terms shall hereby be extended and continued in full operation and effect through 11:59 p.m. on June 30, 2016, except only as specifically modified by the revisions specified in the attachments appended to this MOA, hereby made a part hereof and hereby agreed to and adopted by the parties.
2. The Agreement shall not become final and binding unless and until it has been ratified by both (A) a majority of the eligible voting members of Unit II, which ratification shall be certified to the City in writing; and (B) the City Council.
3. The effective date of the Agreement shall be the effective date of an ordinance passed by City Council approving the Agreement.
4. The parties further understand and agree that no terms of the Agreement shall be retroactive, except only to the extent expressly provided therein.

AGREED:

**FOR THE PUBLIC SAFETY
EMPLOYEES BARGAINING UNIT**

FOR THE CITY OF CHICAGO



TA 7/19/12
DM

ARTICLE 1 – RECOGNITION

Article 1.1

The Employer recognizes each union Set out below as the sole and exclusive bargaining agent for those employees and/or employee classifications set out opposite the Union's respective name below, excluding all other employees of the Employer.

The Employer further recognizes that each of the Unions is autonomous and is responsible solely to represent employees in the classifications enumerated:

1. Service Employees International Union, Local 73, SEIU: Included - Crossing Guard; Community Service Aide; District Coordinator Beat Program; Animal Control Officer; Animal Control Officer Aide; Animal Control Officer Inspector; Parking Enforcement Aide; Traffic Control Aide; Senior Public Safety Aide; Detention Aide; Field Supervisor I- Parking Enforcement; Field Supervisor II- Parking Enforcement; Aviation Security Officer; **Supervisor of Animal Control Officers (subject to the terms of Side Letter)**; Supervising Traffic Control Aide; Traffic Control Aide- Hourly (subject to the terms of Side Letters 15 and 28); Aviation Security Officer- Hourly (subject to the terms of Side Letter 18).
2. Local Union 21, IBEW, AFL-CIO: Included – Aviation Communications Operator; Police Communications Operator I; Police Communications Operator II.

SACO SIDE LETTER

__ Add a new side letter with the following terms:

July 19, 2012

Matthew Brandon
Secretary/Treasurer
SEIU Local 73
300 South Ashland Avenue, Suite 400
Chicago, IL 60607

**Re: Unit II and City of Chicago
3495 – Supervisor of Animal Control Officers**

Dear Matt:

TA 7/19/12
JPM

This is to confirm the agreement of the City of Chicago ("City") and SEIU Local 73 ("Union") that, effective upon the final date of ratification of the successor to the 2007 – 2010 collective bargaining agreement between the City and Unit II ("the Agreement"), employees in the 3495 – Supervisor of Animal Control Officers ("SACO") job classification shall be covered under all the terms and conditions of the Agreement, with the following exceptions and specifications:

1. The SACO job classification will be paid at Grade 14 of Salary Schedule I appended to the Agreement. Each incumbent SACO will be placed in Grade 14 at the step providing the rate of pay closest to, but not lower than, the SACO's current rate of pay, and will be given a new anniversary date for purposes of determining eligibility for future advancement on the salary schedule in accordance with historical City policies and practices.
2. For purposes of applying Section 10.1B of the Agreement, SACOs shall not be deemed to be exempt from the provisions of the FLSA and Illinois Minimum Wage Law.
3. Effective for holidays occurring on or after the final date of ratification, the provisions of Section 12.3 of the Agreement shall apply to employees in the SACO classification in the same manner as with other employees represented by Unit II (with the exception of Crossing Guards). However, this paragraph (3) shall have no applicability to holidays occurring prior to the final date of ratification, and employees shall not be entitled to any additional compensation for holidays occurring prior to the final date of ratification. Further, in consideration of the agreement to treat employees in the SACO classification under Section 12.3 prospectively upon the final date of contract ratification, the Union agrees to withdraw with prejudice its unfair labor practice charge in case number L-CA-12-059.

Please sign below to signify the Union's agreement to the foregoing.

Sincerely,

Joseph P. Martinico
Chief Labor Negotiator
(312) 744-5395

JA 7/19/12
SM

AGREED:

SEIU, Local 73

By: _____
Matthew Brandon

Date: _____

SIDE LETTER 12

Side Letter 12 is deleted from the Agreement.

SIDE LETTER 27

Side Letter 27 remains in the Agreement, as proposed by Unit II on April 18, 2012: in Paragraph (1) delete "in effect for the duration of the 2007-2010 Agreement")

SIDE LETTER 28

Side Letter 28 is deleted from the Agreement.

SECURITY CAMERAS/ELECTRONIC EQUIPMENT

See, Letter of Agreement Re: Use of Surveillance Cameras/Equipment (attached).

ARTICLE 3

Article 3.3 C.O.P.E.

The Employer agrees to deduct from the pay of those employees who individually request it voluntary contributions to the SEIU 73 and IBEW Local 21 C.O.P.E. Fund. Unit II shall notify the Employer of the amount to be deducted from the employee's paycheck on each payday, **provided that the amount of such deductions shall be limited to not more than four (4) levels, to be determined by the Union.** Deductions shall be remitted to the Union on a semi-monthly basis, along with deductions made pursuant to Section 3.1 of this Agreement.

ARTICLE 9.4 (B)

Article 9.4 Uniform Allowance

TA 7/19/12 JPM

- (b) The Employer shall provide a protective body armor vest for each Aviation Security Officer, in accordance with the Department of Aviation's Standard Operating Procedure (SOP), and shall replace such vests at the expiration of its useful life, as determined and defined in the SOP. Vests which are lost, damaged (except if damaged as a result of an on-duty, safety-related incident) or otherwise in need of replacement during the term of the vest's useful life shall be replaced at the expense of the employee.

ARTICLE 11
WATCHES

Article 11.3 – Change in Watch Notification

When a mandatory change of watch is made by the Employer, a reasonable notice will be given to the employee. The Employer shall give five (5) days advance notice to the affected employees. The advance notice requirement applies if such lead time is available to the Employer. Such changes shall be made on the basis of seniority, provided that the employee has the then present ability to perform the required work without further training.

Assignments to any watch or shift by way of any annual watch or shift selection process will be based on seniority, provided the employee has the then present ability to perform the required work without further training. For purposes of this Section, "seniority" shall mean the employee's service in the job title (time-in-title). The parties understand and agree that, in determining whether a Detention Aide in the Central Detention Section of the Department of Police has the then present ability to perform the required work without further training, the Employer may consider the assignment restrictions set forth in Side Letter 19 of this Agreement.

ARTICLE 18

Article 18.6 Seniority

For all purposes under this Agreement, the word "Seniority" shall mean the employees continuous service in his or her job classification (time-in-title). In the event two (2) or more employees have the same time-in-title, a lottery shall be conducted to break seniority ties.

No change to Section 18.1 as it appears in the Agreement

ARTICLE 10.1

Article 10.1 Compensatory time

TA 7/19/12
JPM

The parties withdraw all proposals; current language remains in effect.

ARTICLE 12.3

Article 12.3 Holiday Observance

All proposals withdrawn; current language remains in effect.

**SIDE LETTER ON
SECURITY CAMERAS/ELECTRONIC EQUIPMENT**

Add a new side letter with the following terms:

July 19, 2012

Matthew Brandon
SEIU, Local 73
300 South Ashland Avenue, Suite 400
Chicago, IL 60607

RE: Letter of Agreement
Use of Surveillance Cameras/Equipment

This letter confirms the agreement between the City of Chicago and SEIU, Local 73 as it relates to the City of Chicago's ("the City") use of surveillance cameras or equipment as a basis for disciplining employees in accordance with the parties' collective bargaining agreement ("CBA"). Specifically, the parties agree to the following:

1. The City acknowledges its obligation to comply with the provisions of the CBA with respect to discipline as it relates to career service employees, including the requirement that discipline of career service employees shall only be for "just cause". Further, the City recognizes that this requirement applies with equal force to any discipline based upon evidence obtained by virtue of the observation of events through the use of surveillance cameras or equipment owned or maintained by the City and/or its agents. The City also recognizes the Unions right to challenge any discipline of career service employees in accordance with the grievance and arbitration procedures set forth in the CBA.
2. The Union acknowledges the City's compelling interest to operate and employ surveillance cameras/equipment in the workplace and other public areas to capture criminal conduct, deter prospective crime, enhance public safety and protect public property. As such, the operation and use of such equipment

TA 7/19/12
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constitutes a legitimate and permissible exercise of the City's managerial authority.

3. In the event that the City observes "real time" events through the use of surveillance cameras/equipment that suggest the possible occurrence of a minor disciplinary infraction, and before any disciplinary measures based on said observation have been taken, the City will normally ask an appropriate supervisor to investigate by visiting the scene observed and speaking with the employee(s) in question, provided that a supervisor is available to respond and is located a reasonable distance from the scene observed. When the supervisor investigates the scene observed, every effort will be made to correct the problem without disciplinary action. However, this does not limit the City's ability to issue discipline in the event it determines that discipline is warranted. For the purpose of this agreement, "minor disciplinary infraction" means any infraction resulting in the City's issuance of discipline to the employee of a one (1) day suspension or lesser discipline.
4. To the extent that the City intends to rely on videotape evidence obtained from a surveillance camera as a basis for discipline or involuntary discharge of any career service employee, the City will permit, upon written request, the employee and the Union an opportunity to view the videotape as part of the pre-disciplinary process described in Section 7.1 of the CBA.
5. In the event the Union decides to pursue a grievance in relation to discipline issued to an employee that involves the use of surveillance cameras or equipment, the City shall, upon written request, provide the Union with a copy of the video surveillance.
6. The City agrees that surveillance cameras shall not be installed in areas afforded statutory protection and traditionally recognized as private, such as locker rooms, changing areas, rest rooms, or other areas explicitly prohibited by law.
7. The City agrees to notify employees of the existence of surveillance cameras by posting of notices to employees. This requirement shall be deemed satisfied upon such posting, notwithstanding any possible subsequent defacing or removal of such notice by anyone other than the City.
8. The parties agree that nothing in this letter of agreement shall be construed as the City's waiver or the limitation of its right to discipline any employee based upon evidence it deems appropriate in any case, or of its right to present such evidence in support of any discipline. Nor shall anything in this letter be construed as a waiver by the Union of its right to challenge any discipline of any career service employee in accordance with the terms of the CBA, ~~or~~ the Illinois Public Labor Relations Act, and other applicable laws.

TA 7/19/12
JPM

If this letter accurately represents your understanding and agreement regarding these procedures, please sign below to signify the Union's agreement to the foregoing.

Sincerely,

Joseph P. Martinico
Chief Labor Negotiator
(312) 744-5395

Acknowledged and agreed this day of July, 2012

Matthew Brandon
Secretary-Treasurer
SEIU Local 73

4/18/12

TA 7/19/12
DM

SIDE LETTER #27

April 18, 2012

Matthew Brandon, Director
SEIU Local 73
300 S. Ashland Ave., Ste. 400
Chicago, IL 60607

Jerry Rankins
IBEW Local 21
1307 Butterfield Rd., Ste. 422
Downers Grove, IL 60515-5606

**RE: Overtime Rate For Work Performed on Second Regularly
Scheduled Day Off – PCO I's and II's and ACOs**

Dear Sirs:

This is to confirm the parties' agreements with respect to the changes we have negotiated in the second paragraph of Section 10.1B of the 2007-2010 Agreement pertaining to the payment of double-time rates for work performed on the second regularly scheduled day off. Specifically, the parties have agreed as follows:

(1) Notwithstanding the changes described above, which are otherwise applicable to the entire bargaining unit, practices currently in effect in the OEMC with respect to payment of double-time rates for work performed by PCO I's and II's and ACOs on their second regularly scheduled day off shall continue.

(2) The exception for PCO I's, PCO II's and ACOs described in (1) above shall apply only to employees in those job titles whose last date of hire by the City was prior to the effective date of ratification of the 2007-2012 Agreement, and not to PCO I's, PCO II's and ACOs hired on or after the effective date of the 2007-2010 Agreement.

AGREED:

SEIU LOCAL 73

By: _____ Date: _____

IBEW LOCAL 21

By: _____ Date: _____

CITY OF CHICAGO

By: _____ Date: _____

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

REVISED CITY PROPOSAL
11/15/11

GRIEVANCE AND ARBITRATION

Revise Step IV of Section 7.2(a) as follows:

STEP IV

A. If the matter is not settled in Step III, the Union or the Employer, but not an individual employee or employees, may submit the dispute to arbitration by serving a written request to arbitrate, setting forth the facts and specific relief requested, within thirty (30) calendar days after the decision is given at Step III hereof.

B. A rotating Roster of Arbitrators shall be used by the parties. The Employer and the Union will select a roster of eight (8) arbitrators. All arbitrators shall be selected by mutual agreement.

In the event the parties cannot mutually agree upon the selection of a full roster of eight(8) arbitrators, the parties shall contact the Federal Mediation and Conciliation Service (FMCS) for a list of arbitrators in the Chicagoland area (excluding those upon whom agreement may be have been reached). The parties will then alternately strike names from such list until the remaining number of arbitrators are left to make up a roster of eight (8). The Employer and the Union will rotate the first strike. ~~will strike first.~~

TA'd 1/25/11

Arbitrators will advise the parties of their fees and expenses prior to selection and will be expected to charge such fees and expenses. The fee and expenses of the arbitrator shall be borne by the party whose position is not sustained by the arbitrator. In cases of split decision, the arbitrator shall determine what portion each party shall be billed, based upon which party, if any, substantially prevails. In the event that either party cancels or postpones a scheduled hearing date (including instances where the cancellation of hearing resulted from the Union's unilateral withdrawal of the grievance), and a fee is assessed by the arbitrator as the result of said cancellation or postponement, the canceling or postponing party will pay the arbitrator's fee, unless the parties mutually agree otherwise. The arbitrator assessing said fee shall have jurisdiction to resolve any dispute arising out of his/her fee allocation for the cancellation or postponement.

TA'd
2:42 PM
11/15/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

CITY COUNTER-PROPOSAL
11/15/11

GRIEVANCE AND ARBITRATION

Add the following new paragraph 4 to Section 7.2(a):

4. The Union and the Employer agree that, in order to further their mutual goal of resolving grievances at the lowest practical level of the grievance procedure, sharing of relevant information is required. For that reason, the parties recognize the obligation of their representatives at each level of the grievance procedure to provide, in a timely manner, relevant information that is available or reasonably obtainable. Failure to provide such information in a timely manner shall constitute a violation of this Agreement.

2:42 PM
TARCD
11/15/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

UNION PROPOSAL

1/7/11

GRIEVANCE AND ARBITRATION

Correct typo in first sentence of Step IV, part C of Section 7.2(a) as follows:

- C. An arbitrable matter must involve the meaning and application or of interpretation of a specific provision of this Agreement.

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

REVISED CITY COUNTER-PROPOSAL
11/15/11

LABOR-MANAGEMENT COMMITTEE ON PAYROLL PRACTICES

Revise Section 9.9 as follows:

Section 9.9 Labor Management Committee on Payroll Practices

In order to provide a basis for ongoing discussion concerning the City's payroll practices, up to two (2) representatives, not more than one (1) from each Union, appointed by the Public Safety Employees Bargaining Unit may participate in the City's existing Labor Management Committee on payroll practices, which also includes duly appointed representatives of certain other Unions representing City employees. The City's members of the Committee will consist of representatives from the Department of Human Resources, the Office of Budget and Management, the Comptroller and the Director of Labor Relations. The Committee will meet not less than quarterly, or more frequently as the need may arise, to review ongoing issues regarding payroll, or other related issues of mutual concern which may arise during the life of the parties' Agreement, including issues pertaining to the Employer's alleged failure to make payments required by settlement agreements or arbitration awards. In addition, at the request of the Unions, the City may include from time-to-time up to two (2) representatives of the bargaining unit, not more than one (1) from each Union, at the Comptroller's staff meetings with Department heads to review and address pending payroll inquiries from bargaining unit employees.

TA'd 11/10/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

CITY PROPOSAL

2/25/11

UNIFORM INSPECTION

Revise Section 10.2 as follows:

Section 10.2 Uniform Inspection

Each employee scheduled for and reporting to any Uniform Inspection during
hours outside the employee's scheduled shift for that day ~~on his/her shift or day off or~~
~~before or after the start of his/her shift~~ shall receive a minimum of two (2) hours
reporting pay.

TA'd 11/10/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

REVISED CITY COUNTER-PROPOSAL
11/15/11

SAFETY COMMITTEE

Add the following new Section 16.9:

Section 16.9 Safety Committee

In recognition of the safety-sensitive nature of many of the positions within the bargaining unit, the Union and the Employer agree to form a joint Safety Committee to meet quarterly, or at such other intervals as the parties may agree, for the purpose of discussing matters related to employees' workplace safety. At such meetings, the parties may explore the feasibility of purchasing new equipment, or implementing new assignment and other work practices, that would further the parties' joint objective of enhancing employee safety and promoting the safe, effective and efficient operations of the Employer. The Union and the Employer will attempt to agree on an agenda at least one week prior to any scheduled meeting. The Union and the Employer will each designate a reasonable number of appropriate representatives to attend each meeting, based on the agenda items to be discussed, and subject to the terms of Section 16.7 of this Agreement.

2:45 pm
T Alcd
11/15/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

CITY COUNTER-PROPOSAL

11/10/11

HEALTH CARE CONTRIBUTIONS FOR EMPLOYEES ON LAYOFF

Add the following new Section 20.4:

Section 20.4 Health Care Contributions

A laid off employee will be allowed to continue his/her City health insurance coverage through the end of the month in which the employee was laid off, plus up to an additional four (4) consecutive months, provided the employee pays his/her regular contribution amount for such health coverage under this Agreement during this period, and provided further that the employee gives proper notice to the City, or the City's designee, of his/her election to continue health coverage under the terms of this paragraph. Said period of continuation of health coverage shall be included in the period of eligibility for continued health coverage under the Public Health Service Act, 42 USCS 88 300bb-1-8.

TA'd 11/10/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

CITY PROPOSAL

2/25/11

Revise Appendix B as follows:

APPENDIX B

UNIT II CLASSIFICATIONS AND SALARY GRADES

Grade 10	Traffic Control Aide Parking Enforcement Aide
Grade 11	Animal Control Officer Field Supervisor I - Parking Enforcement
Grade 12	Animal Control Inspector Detention Aide Supervising Traffic Control Aide
Grade 13	Field Supervisor II - Parking Enforcement Police Communications Operator I Aviation Communications Operator <u>Aviation Security Officer</u>
Grade 14	Police Communications Operator II <u>Supervisor of Animal Control Officers</u>

Crossing Guard, HO1

Crossing Guard Hired on or after January 1, 2006, HO1 (a)

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

CITY COUNTER-PROPOSAL

11/10/11

SIDE LETTER ON BEREAVEMENT LEAVE

_____ Add a new side letter with the following terms:

(Date)

Mathew Brandon
Secretary/Treasurer
SEIU Local 73
300 South Ashland Avenue, Ste. 400
Chicago Illinois 60607

Jerry Rankins
Business Representative
IBEW Local 21
1307 Butter field Rd., Suite 422
Downers Grove, Illinois 60515

RE: Unit II and the City of Chicago
Section 15.1 - Bereavement Leave

Dear Matt and Jerry:

This is to confirm the parties' mutual understanding and agreement that the term "consecutive days," as used in Section 15.1, shall continue to be interpreted as including all calendar days, including non-working days, in accordance with the City's long-standing policy and practice.

Please sign below to signify Unit II's agreement to the foregoing.

Sincerely,

James Q. Brennwald
Chief Labor Negotiator
(312) 744-5395

AGREED:

SEIU LOCAL 73

By: _____
Matt Brandon

Date: _____

IBEW LOCAL 21

By: _____
Jerry Rankins

Date: _____

TA'd 11/10/11

UNIT II and CITY OF CHICAGO
2011 CONTRACT NEGOTIATIONS

CITY COUNTER-PROPOSAL

11/15/11

SIDE LETTER - PILOT PROGRAM ON SUSPENSIONS

_____ Add a new side letter with the following terms:

(Date)

Mathew Brandon
Secretary/Treasurer
SEIU Local 73
300 South Ashland Avenue, Ste. 400
Chicago Illinois 60607

Jerry Rankins
Business Representative
IBEW Local 21
1307 Butter field Rd., Suite 422
Downers Grove, Illinois 60515

**RE: Unit II and the City of Chicago
Animal Care and Control Pilot Program on Disciplinary Suspensions**

Dear Matt and Jerry:

This is to confirm the parties' agreements with respect to a pilot program regarding disciplinary suspensions issued by the City's Commission on Animal Care and Control ("ACC"), for the purpose of exploring a potentially more effective means for resolving discipline matters without proceeding to arbitration. Specifically, the City and Unit II have agreed that, for any disciplinary suspensions of fifteen (15) days or less issued by ACC, where such suspension is effective (1) after the effective date of the parties' 2011-2012 Agreement, and (2) before June 30, 2012, the following procedure shall apply:

- A. The time limit for filing a grievance of the suspension under Section 7.2(a), Step IA shall begin to run from the date the employee is given the suspension notice.
- B. The employee will not be required to serve the suspension until after seven (7) calendar days from the date the employee was given the suspension notice.
- C. In the event the Union grieves the suspension within said seven (7) calendar-day time period, the employee will not be required to serve the suspension until the earliest of: (1) any settlement or withdrawal of the grievance, or failure to advance the grievance to Step II within the time limits described in Section 7.2(a); (2) the completion of Step III of the grievance procedure; or (3) thirty (30) calendar days from the date the employee was given the suspension notice. If the Union files a grievance of the suspension more than seven (7) calendar days after the employee was given the suspension notice, the terms of parts B and C of this side letter agreement shall not apply.

Please sign below to signify Unit II's agreement to the foregoing.

Sincerely,

James Q. Brennwald
Chief Labor Negotiator
(312) 744-5395

AGREED:

SEIU LOCAL 73

By: _____ Date: _____
Matt Brandon

IBEW LOCAL 21

By: _____ Date: _____
Jerry Rankins

T. Aed
2:50 pm
11/15/11

TA
7/19/12
JPM

WAGES

ARTICLE 9 WAGES AND ALLOWANCES

Section 9.1 -Wages

(1) Effective 30 days following ratification and approval of this Agreement, all employees in the bargaining unit on said date will be paid a lump-sum bonus payment, which will not be included in base pay or as a salary increase or adjustment under the salary schedule, as follows:

Full-time	\$500
Crossing Guards	\$300
Part-time (more than 120 hours in the preceding 12 months)	\$150

Such payments will be made with the first full pay period following the conclusion of such 30 day period.

(2) Except as provided in paragraph (3) below, the following wage increases shall be applied:

Effective July <u>January</u> 1, 2013	+0% ; <u>1.50%</u>
Effective July <u>January</u> 1, 2014	+0% ; <u>1.50%</u>
Effective July <u>January</u> 1, 2015	+0% ; <u>1.00%</u>
<u>Effective July 1, 2015</u>	<u>1.00%</u>
<u>Effective January 1, 2016</u>	<u>1.00%</u>

The agreement shall expire on June 30, 2016.

(3) The foregoing wage adjustments provided in paragraph (2) above shall not be applied to the Base Salary Rates (Steps 1 through 4) of the salary schedules. Employees at such steps will continue to be eligible for annual step increases. Wage adjustments provided in paragraph (2) will be reflected on the salary schedules starting at Step 5, Intermediate Rates, through the remainder of the schedule.

(4) ~~Effective upon ratification, the Step 12 rate will be eliminated for all employees not currently at the Step 12 rate. Employees at the Step 12 rate on that date will remain at Step 12; however, for all other employees, the rate schedules will be adjusted such that Step 11 shall be the highest salary schedule rate.~~

Effective in 2013, and for subsequent years, for those employees eligible to receive a Uniform Allowance under the Agreement, the full allotment of the Uniform Allowance shall be paid in one

TA 7/19/12
JDM

check, not two. The check shall be separate from the usual payroll check. To be eligible the employee must be active on the payroll as of June 1 of that year. The check will be issued no later than June 30 of that year.