

Summary of 2016-2018 Teamsters Contract

1. Clean up references to management throughout contract: changes Director to Superintendent
2. Article 2, § 4 Uniforms: Clarify “high visibility” uniforms, allows up to 3 sweatshirts with choice of pullover or zipper style
3. Article 2, § 5 Protective Equipment: Increase reimbursement to employee for footwear; also clarifies what City is responsible for maintaining.
4. Article 2, § 6 Return of City Property: Adds language to allow the City to deduct from last paycheck the cost of any unreturned uniforms or equipment upon termination of employment.
5. Article 5, § 6 Grievance Procedure: Clarifies who to address in each step of the grievance procedure.
6. Article 6, § 7 Personnel File: Clarifies length of time disciplinary records remain in personnel file.
7. Article 7, § 10 Standby: Clarifies procedure for Management to fulfill standby assignments when originally assigned employee is unable to work and unable to find a replacement.
8. Article 8, § 2 and § 3 Overtime Work: Clarification of which overtime situations are voluntary and when they are mandatory.
9. Article 8, § 5 Compensatory Time: Adds provision to pay out unused compensatory time on final paycheck of each year for employees hired after January 1, 2016.
10. Article 11, § 2 Posting (Vacancies): Allows Management to conduct external recruitment concurrently with internal posting.
11. Article 12, § 12 Light Duty: Eliminates out of date language.
12. Article 15, § 1 Vacation Eligibility and Allowance: Revised to reflect current practice and allows vacation accruals to continue when on work comp.
13. Article 16, § 12 Union Leave: Provides Union certain time for Union business and specifies when such time can be considered in the computation of overtime; also clarifies provision that would allow for an extended leave of absence to serve as a union official.
14. Article 17, § 2 Healthcare benefits: Updates contract language to reflect separate healthcare benefit agreement.
15. Article 18 (§1-§3) Wages: 1% across the board increase to the pay matrix in January and one step on anniversary dates for employees who are eligible based on performance evaluations for each year of the contract (2016, 2017, 2018)
16. Article 18, § 4 Competency Pay Plan: Updates equipment and clarifies process to gain equipment competencies; also clarifies field trainer from lead worker positions.
17. Article 20: Establishes the 3 year term of the contract.