

CMAGE/CWA Local 4502 2011 Contract Synopsis

Article 4

Section 4.3 - Adds of a representative for the Department of Building & Zoning Services.

Section 4.6 - Adds benefit amount to reimbursement of Union release time.

Section 4.8 - Changes representative release time to state "16 hours of release time for representatives and alternates" from previous "2 days training."

Article 6

Joint Labor - Management Committee now includes Professional Development and Incentive Pay.

Article 7

Clarifies section 7.4 language changing word "from" to "after" with regard to delivery of charges requirements.

Article 10

Housekeeping language

Article 11

Housekeeping language

Article 13

Clarifies language on Sick Leave Reciprocity payment specifying it is paid in January for the prior year.

Article 14

Section 14.9(A) language additions to include the 2009 updates to the Family Medical Leave Act.

Section 14.9(C) clarifies various types of serious health condition with the use of "or" and to include pregnancy with prenatal care.

Section 14.9(D) adds of "or to care for a covered servicemember with a serious injury or illness or for a qualifying exigency."

Section 14.9(I) Adds "When using paid leave for FMLA leave, employees must comply with the terms and conditions of the City's normal paid leave policies. If the employee does not comply with the City's normal paid leave policies, the employee is not entitled to paid leave, but may take unpaid FMLA leave."

Section 14.9(J) Clarifies "The employee must comply with the City's usual and customary notice and procedural requirements for requesting leave, absent unusual circumstances."

Section 14.9(K) adds of language to include the 2009 updates to the Family Medical Leave Act.

Article 15

Section 15.4(B) housekeeping changes.

Section 15.4(C) Clarifies "The City reserves the right to require overtime work." In emergency conditions changed to when necessary as.

Section 15.4(D) changes City to Appointing Authority or designee.

Section 15.6 agreed upon definition of call-back and side letter to clarify.

Article 16

Section 16.2(B) removal of outdated reference to drug policy "and the Drug and Alcohol Testing Policy in effect on April 1, 2002".

Section 16.3(D) "Any employee who has completed his/her initial probationary period tests positive the first time will not be disciplined for the positive result, provided that said employee complies with the provisions of the Drug and Alcohol Policy. Additionally, the employee may be disciplined for other work rule or policy violations in connection with that positive result. A second positive drug or alcohol test shall result in discipline up to and including termination of employment."

Article 17

Section 17.1(A).1. two percent (2%) increase effective pay period which includes April 24, 2011, two percent (2%) increase effective pay period which includes April 24, 2012 and two and three-quarters percent (2.75%) increase effective pay period which includes April 24, 2013.

Section 17.1(A).2. housekeeping changes.

Section 17.1(G) adds of "Effective January 1, 2012, employees will be considered for annual merit reviews based on their classification seniority date. Includes compression variable for how much an employee being compressed in wages may receive.

Section 17.2 Mirror legislation language governing OPERS contributions which includes the following:

For all full-time employees hired prior to July 24, 2011, the following schedule will apply to the percentages paid to OPERS by the employee and by the City on the employee's behalf.

<u>Effective Date</u>	<u>City Portion</u>	<u>Member Portion</u>
November 27, 2011	7%	3%
November 27, 2012	6%	4%
November 27, 2013	5%	5%

For all full-time employees hired on or after July 24, 2011

<u>Effective Date</u>	<u>City Portion</u>	<u>Member Portion</u>
July 24, 2011	0%	10%

For all part-time employees

<u>Effective Date</u>	<u>City Portion</u>	<u>Member Portion</u>
Current	6%	4%

Article 18

Section 18.1(A).6. - Pursuant to the Mental Health Parity Act of 2008, all inpatient and outpatient treatment for psychiatric and/or alcohol or drug treatment (substance abuse) services will not be subject to treatment limits and will be covered as standard medical treatment. Coverage is subject to deductible, co-insurance, and out of pocket maximums.

Section 18.1(A).9. - added "in accordance with the Mental Health Parity Act (MHPA), mental health office visits will be subject to a fifteen dollar (\$15.00) co-pay and not subject to frequency limits".

routine Section 18.1(A).10. and Section 18.1(A).11. Adds changes to well care amounts which cover physicals, exams, immunizations and diagnostic tests effective January 1, 2012 and subject to the deductible, coinsurance and reasonable charge provisions".

<u>Age</u>	<u>Annual Maximum</u>
up to 1st birthday	\$1,500.00
from day after 1st birthday to age 18	\$ 750.00
age 18 and over	\$ 300.00

Section 18.1(A).12. - maximum for routine mammograms removed

Section 18.1(A).13. - housekeeping changes

Section 18.1(B) - housekeeping changes

Section 18.1(D) - housekeeping changes

Section 18.2 - effective April 1, 2014, the monthly premium for all full-time employees who participate in the City's insurance programs will be an amount equal to eleven percent (11%)

Section 18.9 - housekeeping changes and training for any changes that occur during the contract.

Article 23

Section 23.1 - housekeeping changes

Section 23.1(E) - addition of "as accredited by the U.S. Department of Education".

Article 27

Duration date changed to April 23, 2014.