

## Local 884 Contract Changes – 2015-2020 Contract

Article	Section	Change
Article 5, Seniority	Sec. 10	Deletion of language regarding eligibility for health benefits (now federally mandated).
	Sec. 13	Addition of Special Fund bumping language (bump within classification, within special fund grant, and no crossover from BOE to City and vice versa)
Article 7, Hours of Work	Sec. 6	Addition of 30 days advance notice when changing work schedule through bidding process
		Addition of language re: School Security flexible work week and second shift
		Addition of language re: Library having alternate day off during the week when working a Saturday
Article 12, Holidays	Sec. 8	New Language re: PD & PSAP observing the traditional holiday instead of actual holiday
Article 15, Wages	Sec. 1-5	Wage increases of 0%, 3% (retro to 7/1/17), 2% (retro to 7/1/17), 2.25% and 2.5%
	Sec. 14	School Security paycheck distributed @ work site
	Sec. 15	New language re: School Security placed into Range 8 of salary schedule
Article 17, Longevity	Sec. 1	Actual date of September 7, 2012 included to determine service for longevity eligibility
Article 22, Insurance	Sec. 1	Four Plans: 2016 Lumenos, 2016 Blue Care, 2016 CP PPO & 2016 Comp Mix 65% employer contribution to deductible 7/1/17; 50% contribution thereafter Health Incentive Program with additional monthly contribution for non-compliance of \$50 (single); \$100 (2 person); and \$150 (family)
	Sec. 5	Cost shares for Lumenos effective 7/1/17: 9%, 9.5%, 10% Cost shares for Blue Care effective 7/1/17: 23%, 23.5%, 24% Cost shares for CP PPO effective 7/1/17: 23%, 24%, 25% Cost shares for Comp Mix effective 7/1/17: 19%, 19.5%, 20%
	Sec. 8	Effective 7/1/17 Employees pay pre-tax contribution for retiree medical as follows: 7/1/17: .5% 7/1/18: .75% 7/1/19: 1.25%
Article 24, Union Activities	Sec. 3	New language re: new hires released one hour for union orientation
Article 25, Union Business Leave	Sec. 1	New language re: LR to schedule meetings on union president's days off for union business
Article 26, Disciplinary Procedures	Sec. 1	New language re: reprimand in private
	Sec. 7	New language re: union representation at meetings that could lead to discipline
Article 35, Uniforms	Sec. 1	Deletion of Nurses
	Sec. 3	Additional items for PEO uniform allotment
	Sec. 4	New language re: Reimbursement for damaged uniform
	Sec. 5	Resolution to disputes involving uniforms

	Sec. 6	New language re: allowance for foot gear (annually or bi-annually at employee's discretion)
Article 36, Miscellaneous	Sec. 1	New language re: monthly Labor-Management meeting with School Security
Article 40, Duration	Sec. 1	Five year contract July 1, 2015 – June 30, 2020
MOUs		Removal of Nurse MOUs and Stipulations
March 9, 2012 PSAP MOU		Reopener for all open issues not resolved between Department and Union Training for 911 Call Taker = 24 hours (3 days) & summary reports completed bi-weekly Removal of references to Lead 911 Operator/Dispatcher and Police Dispatcher
Addendum to 3/9/12 PSAP MOU (re: Overtime)		Lead 911 Operator/Dispatcher changed to Supervisor; Removal of part-timers from overtime assignments
Medical Benefit Matrix		Updated for new 2016 plans