

July 4, 2017

Negotiations Update #8 – Happy Independence Day!

Contract negotiations have proceeded at a snail's pace, but we are making progress.

On our Local 444 side-table, we have signed tentative agreements (TA) on the following contract language: **Proposal 3C, New Classifications** – adding language that the Union will be notified when changes to a classification are made; **Proposal 4, Classification Study Requests** - providing a contractual process, timeline and response for Classification Study Requests; **Proposal 6D, Wastewater Plant Operator Vector Truck Premium Pay** – securing a 5% hourly wage premium for time spent as 'lead operator' of the Vector truck at SD-1; **Proposal 13D & 30D, Trades** – adds contractual language requiring a written response when a trade is denied and allows simple relinquishment; **Proposal 16C, Vacation Sell-Back** – increasing the allowable vacation sell-back from 80 to 120 hours; **Proposal 21A, Grievance Procedure** – clarifying the compliment of a Board of Adjustment for Class Action grievances and/or the decision of a Division Manager.

We have rejected Management's proposal to increase the Wastewater Operators' certificate premium because of their refusal to expand the paltry program to the 7 up-country Treatment Plant Specialists who hold the same certificate. We have also rejected Managements FMLA proposal to eliminate the 13 days sick-leave prior to FMLA designation, and their 'relief shift operators' 48 hour schedule change notification proposal.

We are continuing to argue the many remaining side-table issues still on the table, including: work-out-of-class language; double-back pay; Stand-by pay rate; Overtime Pay rate; Reassignment; Safety committees; Safety Shoes; Job-site reporting; OT meals; Don & Doff time; New employee Union Orientation time. And we have not had a response to the Equity Adjustment proposals, either.

At the AFSCME 444/2019 Coalition table we have continued to work on 'clean-up' language and seen little movement otherwise. We TA'ed language clarifying **Adjustments for Overpayments**, use of **State Disability Insurance Benefits**, payment of **Supplemental Benefits** and conforming payment of Supplemental Benefits to IRS Code Section 125, and payment of **401(k)/457 Administration Fees**. We also TA'ed **No Discrimination** clean-up language, **Agency Shop/Dues Deduction** maintenance of membership language and PEOPLE contribution language.

We moved the **Transit Subsidy** increase proposal and the **Hearing Aid** benefit proposal to the Coalition table. We heard another presentation about Management's proposed healthcare changes from Lisa Sorrani and had an opportunity to ask more questions. We have not made any new healthcare or wage proposals. We did accept management's 4 year contract term proposal of April 17, 2017-April 25, 2022. While we still have many proposals on the table, we expect to begin bargaining wages soon.

In Solidarity,

Your AFSCME 444 Bargaining Team.