



## Contract Changes Summary

The following information is a summary of the changes, specific and overall, to our Contract. The climate as we entered negotiations was slightly edgy; the economy had not begun to improve, we had our COLA agreement in place, and rumors surrounded us about the takeaways from other bargaining tables. We presented a reasonable proposal that sought improvements and equity to practices and processes and did not make a direct request for increased wages.

Throughout the tentative agreement we completed edits to our Union's name – Professional and Technical Employees, Local 17 and to the new Office of Labor Relations. Since there are several edits of this type sprinkled throughout the entire document, they will not be called out specifically in this summary of changes. Only articles containing substantive changes are summarized.

Article 2, Section 2.7. Firming up the ABT and its continued implementation, which might occasionally require some tweaks that could necessitate bargaining.

Article 3, Section 3.4. No surprises for new hires and long-term employees regarding their performance standards.

Article 5. Tightens up the entire process, keeping a level of open communication between the Department, the Union, and the Grievant. Encourages faster turnaround times and accountability to timelines with written extensions. Our intent is to improve the timely resolution of grievances.

Article 7, Section 7.7 B. Clarifying and tightening timelines in appraisal appeals.

Article 8, Section 8.1. Incorporates the language from the COLA memorandum.

Article 8, Section 8.1a. Places a reopener into the contract regarding the County's proposal to "y-rate", or freeze, some classifications because the County's data showed these classifications as significantly over market. The Union tentatively agrees to a reopener to verify the County's data and offer data of our own. Negotiations will recommence on this area again in May.

(Groups of members in the impacted classifications are being formed to assist with the comparables and readings of multiple classification descriptions to help the Union determine the validity of the comparables).

Articles 8, Section 8.7B. Union proposals in this area to rectify the Step 1 placement of Seasonal STT's were not successful at this time. The Union will continue to hold this as an issue for the next negotiations.

Article 9. Union proposals in this area to mandate rotation were not successful; however, meaningful discussion occurred with EH leadership and some understanding was achieved. The Union will continue to forward proposals in this area at the next negotiations.

Article 10, Sections 10.9 and 10.11. Both sections added language for clarification and open communications.

Article 12, Section 12.1. Removes old language to reflect the current practice.

Article 17, Section 17.2. New language will help to eliminate perceived favoritism for alternative schedules, clear rationale will be provided with the intent and purpose to arrange the alternative schedule to benefit both the employee and the employer. The Union will continue to forward proposals in this area at the next negotiations.

Article 17, Section 17.4. Tightens the temporary schedule change language.

Article 17, new Section 17.4. Defines and spells out urgent schedule changes.

Article 17, Section 17.9. Further defines breaks and adds reference to policy.

Article 18, Layoff. This section has the most change. Our intent was to make it a clearer process, to use bumping as a second choice and to maintain more senior employees in their 'home' Divisions. Concepts include seeking volunteers for layoff, taking a vacancy or bumping within your own Division first, the use of a trial service period to help adjust to a new Division, and the expansion of the seniority definition in layoff to allow vacancy, bumping, and demotion across bargaining units with respect to seniority. Transfer language is largely unchanged. Recall is also largely unchanged but does seek to honor the newly negotiated order of layoff (reversing that for recall). Hiring Priority is unchanged – however, we did have meaningful discussions about the concept of internal hires being honored over external. The Union will continue to forward proposals in this area at the next negotiations.

Article 20, Section 20.1. Due to recent IRS interpretations and rulings, the mileage reimbursement language required changing to reflect the need for withholding in some cases.

Article 20, Section 20.12. New provision regarding obtaining and maintaining certifications and security clearances.

Article 22, Section 22.3. Incorporates the concept of administrative leave into the contract.

Article 23, Section 23.2. Clarifies the nature of Labor Management Committees.

Article 30, Section 30.1. Makes clear that no pieces of this agreement may be applied retroactively. And sets in the new contract dates as well.

For the actual detailed contract language please refer to the 'Red-lined Tentative Agreement' located on the PTE Public Health web page at [www.pte17.org](http://www.pte17.org). And remember the negotiation team and your union steward and representative are available for questions.

Negotiation Team Members: Jennifer Johnson, Wendy Guirl, Jarone Baker, Natalie Havlicek, Sid Forman, and Janet Parks (Union Representative).