

Terms and Conditions Agreed to by Township and AFSCME Local 2292 (Sanitation)

1. Amend Article IX, Vacations, Para. 1, as follows:
 - a. Replace the fourth sentence with the following language: "Vacations will be taken by seniority including weeks becoming available during the year, so long as vacation preferences are submitted not later than March 1st. A seniority list shall be posted in a conspicuous place. Failure to submit the request shall result in loss of seniority."
2. Amend Article IX, Vacations, Para. 2, by adding the following sentence:
 - a. "Employees may use three (3) vacation days per year in single day increments, provided that they provide management with 48-hours notice."
3. Amend Article X, Leaves of Absence, by adding the following paragraph:
 - a. "Any employee who has more than eighty (80) sick days banked and who uses zero (0) sick days in a calendar year shall receive two (2) additional personal days to use in the immediate subsequent calendar year. Such personal days must be used in accordance with the provisions on personal days and may not be carried over from year to year and shall not be paid out if unused at the end of the year."
4. Amend Article XII, Insurance, Para. J as follows:
 - a. Amend the current co-pay prescription plan and mail order prescription plan to reflect \$0.00 for generic drugs
 - b. Add provision reflecting that all co-pays will not increase throughout the life of the contract
 - c. Add the following provision:
 - i. "The Township's prescription drug plan shall exclude the medications set forth in the attached addendum. The Township agrees to distribute any update to the prescription drug plan's formulary drug list as soon as administratively possible. Within 90 days of the date of such distribution, the Union may accept or reject such update with due notice to the Township. If the Union chooses to reject the update, then the Union shall begin participating in a prescription drug plan without a formulary drug list which will result in higher contribution rates."
5. Amend Article XII, Insurance, Para. L as follows:
 - a. Add the following language to the second paragraph: "Effective January 1, 2014, both the POS Plan and the Traditional/PPO Plan shall be amended to provide that there shall be no lifetime maximum medical benefit for major medical retirees."

6. Amend the second sentence in Article XV, Uniforms and Foul Weather Gear, Para. 1A as follows:

- a. Clothing Allowance for Sanitation Employees shall be paid twice each calendar year in separate checks, with one half of the clothing allowance being paid no later than the second pay period in July and the second half of the clothing allowance being paid no later than the second pay period in November, for a total yearly amount as follows:
 - i. 2014: \$1,400
 - ii. 2015: \$1,400
 - iii. 2016: \$1,400

7. Amend Article XV, Uniforms and Foul Weather Gear, Para. 1B as follows:

- a. Change amounts of lump sum payments paid annually in lieu of uniforms as follows:
 - i. 2014: \$1,400
 - ii. 2015: \$1,400
 - iii. 2016: \$1,400

8. Amend Article XV, Uniforms and Foul Weather Gear, as follows:

- a. Replace Para. 4 with the following language:
 - i. Mechanics in the Equipment Repair Department shall receive an allowance for tools payable in the first pay period in December and must provide proof of purchase as follows:
 - 1. 2014: \$725
 - 2. 2015: \$825
 - 3. 2016: \$925
 - ii. Mechanics Helpers in the Equipment Repair Division shall receive a tool allowance paid in the same manner as mechanics as follows:
 - 1. 2014: \$550
 - 2. 2015: \$650
 - 3. 2016: \$750
- b. Replace Para. 5 with the following language:
 - i. Laborers in Equipment Repair shall receive an allowance for tools payable in the first pay period in December and must provide proof of purchase as follows:
 - 1. 2014: \$600
 - 2. 2015: \$300
 - 3. 2016: \$300

9. Amend the first sentence in Article XV, Uniforms and Foul Weather Gear, Para 6 as follows:

- a. "Township will provide \$50,000 per mechanic for tool insurance."

10. Amend Article XVI, Distribution of Overtime, as follows:

- a. Replace Para. 1 with the following language: "Overtime shall be divided and rotated as equally as possible within the Division according to seniority and among those employees capable of performing such work."
- b. Replace Para. 3 with the following language: "Employees shall receive a sixteen dollar (\$16) meal allowance for each twelve (12) hours worked. Employees who worked one or more snow storms from January 1, 2014 through June 30, 2014 shall receive an additional meal allowance payment in the amount of \$25.00."
- c. Add new Para. 5 with the following language: "Employees in Equipment Repair who are on a single vacation day or a single personal day and are qualified shall be eligible to be called in for scheduled overtime and given the first right of refusal for overtime opportunities the following day." Such eligibility and first right of refusal shall not apply for vacation or personal days longer than single days, and shall not apply to overtime opportunities after the regular scheduled shift on the day of the vacation day or personal day, nor to emergency overtime situations. Employees in Sanitation shall handle eligibility for overtime in such situations in accordance with current practice."

11. Amend Article XVII, Pay Scales, and Appendix A, Salary Schedules, to include the following salary schedule:

- a. Effective July 1, 2014: 0.00% salary increase
- b. Effective July 1, 2015: 3.00% salary increase
- c. Effective July 1, 2016: 2.25% salary increase

12. Amend Article XVII, Pay Scales, and Appendix A, Salary Schedules as follows:

- a. Replace Para. G of Article XVII, Pay Scales, with the following language:
 - i. "Effective July 1, 2014, the hourly rate for any sanitation employee who transferred out of sanitation at the 3rd year Sanitation Laborer, Heavy rate (or at any other step), and is newly appointed to the position of Sanitation Laborer, Heavy, shall be reinstated at the 3rd year Sanitation Laborer, Heavy rate (or to the step the employee was at prior to being transferred out). Any other sanitation employee who was transferred from a different department before or without receiving the status of a 3rd year Sanitation Laborer, Heavy (or any other step), and is newly appointed to the position of Sanitation Laborer, Heavy, shall receive an hourly rate for Sanitation Laborer, Heavy equivalent to the next step higher than their current salary. Newly hired employees for the position of Sanitation Laborer, Heavy will follow the step system, beginning at the 1st year rates."
- b. Replace corresponding paragraphs in Appendix A, Salary Schedules with the same language.

13. Amend Appendix A to reflect an increase of \$0.20 for the following titles as follows:

- a. Mechanic Diesel: \$31.94
- b. Senior Diesel Mechanic: \$32.71
- c. Welder: \$32.21
- d. Senior Welder: \$32.97

14. The term of the Agreement shall be from January 1, 2014 to June 30, 2017. Dates in the expired Agreement shall be changed as necessary.