

The contract remains the same, except for the changes listed below.

Article 6: Definitions. The definition of “Demotion” was added to this article and the sections shall be renumbered accordingly.

Article 9: Payroll Deduction of Dues and Fair Share. *Section 9.3* was amended to provide for electronic transmittal of dues/FSF deductions, and provides that the employer provide an alphabetized listing of all BU employees and their contact information to OC8.

Section 9.6 was amended to reflect that the burden is on the employee to notify the Employer if dues deductions do not cease when they are promoted to a non-bargaining position. (Note: Deduction sent to OC8 have been a month behind. A person that starts a non-bargaining position March 5, 2018 is considered part of the BU and a deduction will be made (not pro-rated). That deduction will not be removed from the employee’s pay until April 2018).

Section 9.9 was amended to reflect that the employer will notify AFSCME OHIO Council 8 of all new hires by email.

Section 9.14 is current contract language.

Section 9.15 Article 46 was moved under this section. (moved Article 46 into Article 9, under 9.15).

Article 11: Union Representation. *Section 11.01* is amended to remove the limit on stewards per supervisory unit, change the Personnel Office to the Human Resource Department, to remove reference to buildings that are no longer part of JFS, and other minor changes.

Section 11.09 was amended to grant the Union President full release to conduct Union Business, instead of just 4 hours. The new language is the same as that for the President of 1229.

Article 12: Grievance Procedure. The grievance procedure was amended in *Step 4* to allow the parties to agree to replace a member of the permanent panel, as well as amending *Section 12.09* to toll the arbitration timelines until after completion of mediation.

Article 13: Disciplinary Procedure. *Section 13.03* was amended to state that HR will make reasonable attempts to contact the Employer and Union Representatives to schedule pre-disciplinary hearings and that the Union will be provided notice of any pre-disciplinary hearing 2 work days in advance. Further, that the Union may request information from the Employer related to the alleged pre-D offense(s), but the Employer will not agree to continue the pre-D if the information is not received. By mutual agreement a pre-D may be continued.

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Section 13.07 was amended to exclude situations where leave is pre-approved before a disciplinary decision regarding a suspension has been made. Therefore, if a suspension is scheduled to occur before or after an employee's leave, the employee's leave will not be denied. Also, if a person that must serve a suspension takes leave under Article 35, it will not be deemed unapproved, unless the provisions of Article 35 were not followed. (Simply put, bring in a doctor's note).

Article 14: Labor-Management Committee. **Section 14.01** was amended to state an agenda for L/M shall be furnished 5 working days in advance instead of 3.

Article 16: Bulletin Boards. **Section 16.01** was amended to reflect the number of bulletin boards and the locations.

Article 18: Health and Safety. **Section 18.02, A** was amended to change the Deputy Director of Administrative Services to the **Assistant Director, Administration and Finance.**

Subsection E was added so that an agenda will be provided 5 days before the scheduled meeting.

Section 18.04 was amended to change the name of the building to the Russell M. Pry building.

Article 19: Agency Policies and Procedures. **Section 19.02** was amended to reflect that even if the Employer implements new policy due to health, safety or other unforeseen circumstances, the Employer will still meet with the Union if the Union believes it is necessary.

Article 20: Standard Work Week. **Section 20.01** was simply reworded. No substantive change made.

In **Section 20.02** titles were added to the sections.

Section 20.04 is current contract language, and **Section 20.05** changes one word.

Section 20.06 was added so that the MOU language on Alternate Work Schedules is now a part of the contract.

Article 27: Seniority. **Section 27.05** was amended to add language about parking spaces being assigned by seniority, in the event they are assigned by the employer.

Section 27.06 was simply reworded to further clarify that an employee returning to the bargaining unit from non-bargaining shall begin to accrue seniority from where they left off.

Article 28: Vacancy and Promotion. **Section 28.01** was amended to allow for posting of vacancies in addition to online posting, to state that the Employer will not rescind a vacancy once awarded and accepted by an employee, and to incorporate the Show of Interest MOU into the contract.

Section 28.05 was amended and removes any reference to the Show of Interest MOU.

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Section 28.06 is current contract language.

Section 28.09 was amended to reflect that any employee demoted will receive a 5% reduction in pay or be paid no more than the highest paid employee in the lower classification, whichever is lower. (This is the language that existed prior to the last contract).

Article 29: Temporary Assignments. **Section 29.03** was added/amended to incorporate the MOU language on Temporary assignments. A BU employee working out of classification in a non-bargaining position shall receive a 7% increase in pay or be paid at minimum rate of the non-bargaining position, whichever rate is greater, for the period of time, not to exceed 90 days, that they are in the position. The employee shall not discipline BU employees, and once the assignments ends the employee will be returned to their job.

Article 35: Sick Leave. **Section 35.03** was to include a “call off” line for employees, instead of calling their supervisor. Employees must call off each day of an absence. An employee on FMLA need not call off each day once their FML is approved by the Employer.

Section 35.09 lists all persons included as “immediate family” for purposes of sick leave.

Section 35.10 grants 2 additional Personal Leave days, for a total of 5 days. (Note: The leave all comes from sick leave. If you do not have sick leave then you are not entitled to take Personal Leave time).

Section 35.12 was amended to spell out all members of the immediate family, instead of referring to County Ordinance 169, for purposes of Bereavement Leave.

Section 35.15 adds the Domestic Partner language to the contract.

Article 36: Leaves with Pay. **Section 36.01, A- Court Leave.** was amended to state that if there are more than 2 hours left in the work day the employee must return to work.

Article 39: Wages. **Section 39.01** grants a 3% wage increase in each contract year, effective January 1st of each year. The wage table will be modified accordingly.

2018 Equity Adjustments were agreed to by the parties. The Union went in asking for adjustments for almost ½ of the bargaining unit. The employer was willing to grant those in the attachment. The Union was able to increase the wages of some of those paid on the low end of the wage scale, make an adjustment for 1 employee that had been overlooked when all PIA1 employees were upgraded to PIA2 positions previously, and to obtain adjustments for Child Care and Investigator 1 positions. The employer was unable to raise classifications by a pay grade because of the costs and constraints on the JFS budget. (Raising several classifications, a pay grade, was thoroughly discussed).

Article 40: Hospitalization and Life Insurance Benefits. **Section 40.03** was amended to increase Dental 2 to Dental 2-A.

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Article 42: Parking. Instead of removing **Section 42.03** the Union wanted to keep it and have it reflect that parking would be provided to employees at no cost. The employer emphasized that there may be circumstances that occur beyond their control (they do not own the properties) that may require a fee be charged in the future, therefore, spaces are provided at no cost, if available at no cost to the employer.

Article 44: Uniforms. **Section 44.02** was amended to increase the cost of shoes to \$150.00 from \$125.00.

Article 46: Paid Parental Leave. This has been incorporated into the contract with all of its existing language and modifications.

Article 48: Duration. This is a 3-year agreement.