

Changes in the new P-4 contract (2005-2009)

{in order of contract article numbers}

Service Ratings (Article 9) – Establishment of a uniform service rating form for all bargaining unit employees. The form to be used is the standard DAS form.

Conference and Workshop Fund (Article 10, section 2) – The Fund can now be used to cover the costs of on-line seminars that are substantially similar to training that has been covered for attendance in the past.

Tuition Reimbursement Fund (Article 10, section 3) – The Fund is increased from \$125,000 per contract year to \$135,000 in CY 07-08 and \$140,000 in CY 08-09.

Notice of Layoff (Article 13, section 3) – The notice period for layoff has been increased from 4 weeks to 6 weeks.

Comparability List for Bumping Rights (Article 13, section 4) – The State will utilize the updated 1995 list for determining class comparability. As classes are created/restructured, DAS is required to identify comparability using the same criteria used in developing the 1995 list.

Expedited arbitration for dismissals (Article 14, section 9) – The Union has the option of utilizing an expedited process to arbitrate dismissal grievances.

Elimination of the bar against arbitrating discrimination grievances (Article 14, section 10) The Union may now proceed to arbitration on a discrimination grievance even in cases where the CHRO has asserted jurisdiction.

Requirement for Pre-disciplinary Meeting (Article 15, section 2) The State must hold a pre-disciplinary meeting prior to disciplining an employee (regardless of whether the meeting is requested by the employee).

Investigative Process (Article 15, new section) Prior to disciplining an employee, the State must conduct an investigation, provide a notice of charges, and provide a description of the evidence. If the investigation results in no discipline, the employee and the Union shall be notified of that conclusion.

Shift Differential (Article 16, section 2) The shift differential is increased from \$.65 per hour to \$.75 per hour (effective July 1, 2006) and \$.85 per hour (effective 7-1-07).

Weekend Differential (Article 16, section 3) The weekend differential is increased from \$.40 per hour to \$.50 per hour (effective July 1, 2006) and \$.60 per hour (effective July 1, 2007) and \$.75 per hour (effective July 1, 2008).

General Wage Increases (Article 19, section 1) No GWI in year 1 ('05). 3.5% GWIs effective July 1, 2006, July 1, 2007, and July 1, 2008.

Annual Increments/Lump sum payments (Article 19, sections 2 & 4) No AI/Lump sum in the first year (CY 05-06). AI/Lump sums on time in CYs 06-07, 07-08, and 08-09)

“Hook” classifications (Article 19, section 5) New language is added specifying which bargaining unit titles “hook” to the next higher paygrade after proceeding through the assigned paygrade.

Part time accruals (Article 23, section 2) Part time employees working less than five days per week shall receive holiday pay when the holiday falls on their regularly scheduled workday. All part-time employees working more than 20 hours per week shall receive pro-rata personal leave.

Written Denial of Transfer (Article 32) Employees will be given a written reason for denial of a lateral transfer to a vacant position.

Shoe Allowance (Article 35) The safety shoe allowance shall be increased from \$70 per year to \$85 per year (Effective July 1, 2006) and \$95 per year (Effective July 1, 2007) and \$110 per year (Effective July 1, 2007).

EMT Skill Premium (Article 41) The annual premium shall be increased from \$400 to \$475 effective July 1, 2008.

Sick Leave Bank (Article 43) Applications for use of the bank shall be provided by the relevant agency to both Sick Leave Bank Committee members simultaneously.

Duration (Article 57) The term of the new contract is July 1, 2005 to June 30, 2009.

DEP Radiation Readiness Program (MOU) The parties agree to meet and negotiate a readiness program for DEP’s Radiation Section.

Information Technology Decentralization (New MOU) The parties agree to decentralize information technology employees from DoIT to the agencies.

Shadow Employees (New MOU) In cases where the Union suspects there are non-IT employees performing IT work, the matter may be referred to DAS for an audit and an assessment.

Disclosure of New Hires and Separations (New MOU) The State must provide a monthly report listing all new hires and separations.

Agricultural Experiment Station cost reimbursement increases (Article 10 of the Addendum) See contract for details.