

Highlight of changes for the TEA Wastewater Staff contract:

Article 6 Benefit Time replaces Holiday, Sick Leave and Vacation articles beginning January 1 2010. Old provisions continue to apply until then, with the Vacation Cap at 480 remaining in effect for the last pay period of the year (ends Jan 7th 2010). On implementation, employees may move up to 100 hours of existing sick leave into BT. Remaining sick leave goes into Extended Sick Leave balance, vacation goes into BT balance. On the last pay period of March 2010, employees with greater than 480 hours BT may convert for cash up to 40 hours of BT so long as 480 hours remain afterwards.

Article 7.9 Bereavement leave returns to 3 days per occurrence rather than annually.

Article 8.4 Benefits for employees held over now provides a meal allowance after two hours.

Article 19.2 COLA is 4.88% for 2009; and standard County formula for 2010.

Article 19.5 Memberships, Licences and Examination Reimbursements has been improved.

Article 19.9 Contract re-opener is provided to implement the results of Admin Coalition bargaining. Next mediation for that effort is scheduled for September 18, 2009.

Article 19.10 Standby Pay adds pager pay reimbursement while on-call outside regular work hours

Article 19.11 Night-Shift differential adds 5% to pay for scheduled night work such as sewer rehab.

Article 19.12 Salary study subject to Mediation and Fact-Finding adds a defined salary study for next contract and better tools to improve the results.

TEA agrees to the 2009 Furlough, with minor modifications to the document for this bargaining unit.

TEA agrees to the 2010-2012 Healthy Incentives Program changes to the health plan

Contract Term is for two and one-half years, July 1, 2008 though December 31, 2010.

TEA thanks Jim Cline and Jim Johnson who worked both at and away from the table to develop a cooperative and respectful relationship and to understand and communicate the underlying issues to each side so that we could reach this agreement. TEA recommends approval of this contract.