

NEGOTIATIONS HIGHLIGHTS
Local 195, IFPTE & Local 518, SEIU
December 16, 2011
Tentative Agreement

Terms of the Agreement:

July 1, 2011 through June 30, 2015

1. Wages

- a. Across the board increases
 - i. July 1, 2011 - 0% with Step increments in place
 - ii. July 1, 2012 - 0% with Step increments in place
 - iii. July 1, 2013 - 1% with Step increments in place \$450.00 bonus on or about July 31, 2013 for State employees not receiving any Step increments between July 1, 2011 through June 30, 2013.
 - iv. July 1, 2014 - 1.75% with Step increments in place
- b. Over-Under Critelli Bonus at \$39,900 beginning July 1, 2013 & 2014

2. Clothing Allowance

- a. Effective July 1, 2011, 2012, 2013, 2014 the Clothing Allowance will be \$550.00 for those titles that meet the criteria. *(see below)*

Contract Article 15:

Proposed Change: Eliminate 15(B)(5) and replace with the following:

5. a. A clothing maintenance allowance shall be paid to those full-time employees whose jobs require them to come into contact with contaminants, chemicals, dyes, dirt or other materials that ruin or soil clothing or who are required to wear a uniform or protective clothing. No clothing maintenance allowance will be paid to those employees earning more than \$55,000 per annum who receive a uniform or specialized clothing provided or paid for by the State or those employees for whom the State pays the cost of cleaning or cleans the clothing worn by the employees on the job. Employees earning \$55,000 or less per

annum who are required to wear a uniform will receive a clothing maintenance allowance regardless of the criteria above. No employee for whom the State provides a uniform, launders the uniform and provides replacement uniforms will receive a clothing maintenance allowance regardless of that employee's annual earnings.

- b. Titles that receive uniforms from the State without benefit of the maintenance laundering shall receive clothing allowance not earning more than \$55,000. Above criteria not applicable.
 - c. Titles that receive uniforms, laundering & replacements will not receive a clothing allowance.
 - d. Full-time Employees completing six(6) months of employment before July 1, 2011, 2012, 2013, 2014 will be eligible for clothing allowance of \$275.00 at the above criteria requirements.
3. Shift Differential - \$.25 per hour for 2nd & 3rd shifts for those State Employees earning less than \$55,000 annually.
 4. Tool Allowance
 - a. Effective December 15, 2011, 2012, 2013, 2014 the maximum Tool Allowance will be \$265.00.
 5. Emergency Rates for Groups 4,5,6 D and E will be adjusted by one (1%) on or about July 1, 2013. Emergency rates in effect on June 20, 2013 will be adjusted by one and three quarters (1.75%) on or about July 1, 2014.