Negotiations Update
May 22, 2013

**UPW – Unit 1**
- July 1, 2013 – June 30, 2017 (4 yr agreement)
- July 1, 2013
  - Restoration of 5% temporary pay adjustment
- October 1st (each year)
  - 2% across-the-board pay increase
- April 1st (each year)
  - 2% across-the-board pay increase
- EUTF: 60/40 contribution split off the 75/25 benchmark plan

**HGEA – Unit 2**
- July 1, 2013 – June 30, 2015 (2 yr agreement)
- July 1, 2013
  - Restoration of 5% temporary pay adjustment
  - 4% across-the-board pay increase
  - EUTF – 60/40 contribution split off the 80/20 plan
- July 1, 2014
  - 1 step movement (2%) even if 7/1/14 is not their actual SM date
  - Ee’s “who become” eligible for SM during 7/1/14–6/30/15 move a step on actual SM date – some Ee’s will get 2 SM
  - If on last step or not assigned to schedule, $1,000 one-time lump bonus
  - 2% across-the-board pay increase
  - EUTF – contribution based on July 1, 2013 80/20 prevailing plan contribution with additional $10 for single plan, $20 for 2 party plan, $30 for family plan

**Agenda**

- Negotiated agreements
  - UPW – units 1 & 10
  - HGEA – 2, 3, 4, 8, 9
- Future
- Timeline for Personnel Actions
HGEA – Unit 3 & 4

- July 1, 2013 – June 30, 2015 (2 yr agreement)
  - July 1, 2013
    - Restoration of 5% temporary pay adjustment
    - New step M – minimum of 3 years at Step L
    - One step movement for eligible employees OR $1,500 if not assigned to schedule
    - Maximum of one step movement for all employees during agreement period
    - EUTF – 60/40 contribution split off the 80/20 plan

- July 1, 2014
  - 4% across-the-board pay increase
  - EUTF – contribution based on July 1, 2013 80/20 prevailing plan contribution with additional $10 for single plan, $20 for 2 party plan, $30 for family plan

- No step movement for employees hired after June 30, 2013

HGEA – Unit 8

- July 1, 2013 – June 30, 2015 (2 yr agreement)
  - July 1, 2013
    - Restoration of 5% temporary pay adjustment
    - 4% across-the-board pay increase
    - EUTF – 60/40 contribution split off the 80/20 prevailing plan

- July 1, 2014
  - 2 step movements
  - EUTF – contribution based on July 1, 2013 80/20 prevailing plan contribution with additional $10 for single plan, $20 for 2 party plan, $30 for family plan

HGEA – Unit 8

- MOU
  - Supplemental time off/professional days for employees subjected to the 5% salary reduction for the entire period 7/1/11 – 6/30/13
    - 2013 – December 26, 27, 30, 31
    - 2014 – December 26, 29, 30 and 31
  - Implementation issues – (i.e. proration) Requires negotiations between Employer and Union

HGEA – Unit 9

- Arb. Award 4/2/13 (7/1/11 – 6/30/13)
  - 1/1/13 Ee’s entitled to SM from 7/1/09 – 12/31/12 shall receive their SM – No retroactive on SM
  - 1/1/13 – 6/30/13 Ee’s eligible for SM shall receive SM as though SM was granted from 7/1/09 – 12/31/12
  - 1/1/13 4% across-the-board pay raise
  - 4/1/13 4% across-the-board pay raise
  - 1/1/13 Working Cond. Diff. – Increase from $.50 to $1.00 per hour.

- EUTF – 60/40 contribution amount off of 90/10 plan.
- Employer updating proposals scheduled to meet in June.
UPW – Unit 10

- Arb. Award 1/10/13 (7/1/11 – 6/30/13)
- 3.2% across-the-board pay increase payable the first pay period after date of award.
- EUTF – 60/40 contribution amount off of 90/10 plan.
- Employer updating proposals scheduled to meet in July.

Reference Documents

- OHR website
  - Executive summaries
  - New tentative agreements
  - Existing and new salary schedules
- Refer to new and existing tentative agreements with last printed union contracts (no new agreements at this time)

Future

- Unit 7 2009–2015
  - Negotiations may commence at any time

- Unit 8 2013–2015
  - Notice to Negotiate 5/15/14
  - Proposal exchanged 6/16/14

- Units 2, 3, & 4
  - DHRD will provide direction