

Bolton Point- UAW Collective Bargaining Agreement for 2018-2020
Summary of Tentative Agreements 12/18/17

7.04 Stewards

Negotiations – Addition of paid time for negotiations 1 hour prior to start of meeting
Health Consortium- Allow 1 steward to attend Joint committee with paid time
P&O Committee – Allow 1 steward to attend committee with paid time

7.05 Non-Discrimination

Clean up of protected class listing.
Discrimination claims will start at Step 2 of Grievance Procedure and require notification to the HR Manager under Personnel Policy to investigate.

7.07 Union Orientation-

New: Allows for a Steward to meet with a new employee for 1 hour of paid time to provide a union orientation.

12.01 Grievances Defined

Additional language to include items beyond terms of agreement “any past practice, company policy and applicable laws.”

16.05 Compensatory Time

Update language to include MOU language regarding non-emergency overtime hours by office staff to be compensatory time not paid overtime.

16.07 On-Call

ICMO’s on call was changed to match Distribution staff’s on call of 4pm to 8am.

Article 17 Wages

Wage increases established for wage scale are: 2018=2.5% 2019=2.5% 2020=2.75%

Appendix 1 –new administration positions were added to the wage classification listing and positions from MOU were added.

17.01 Longevity

Each 5 year increment was increased by \$25.

10-14 Years-	\$425	20-24 years -	\$625
15-19 years-	\$525	25 years or more-	\$725

Article 18 Holidays

Holiday list was corrected to have the day after Thanksgiving listed as such instead of 4th Friday.

18.02 Holiday Pay

Floating holiday was included to be paid at overtime rate instead of being floated and taken at a later date.

18.03 Banked Holiday Time (10 hour Production employees)

Holidays that fall outside the employees regular 4 day shift will be banked for future use. (Same as current practice)

Article 19 Vacation

Old vacation schedule language that is no longer applicable due to retirements was removed.

20.03 Bereavement Leave

Added: Employees must use bereavement time within 30 calendar days of the date of death and will complete a bereavement leave form detailing the person, relationship, date of death and when the leave days will be used, however, employees can use days beyond 30 calendar days with approval by immediate supervisor on a case by case basis.

(side note: Form can also be completed by Manager via phone conversation with employee)

21.01 Health Insurance Plan

Establish that employees hired on or after 1/1/18 will only be eligible to enroll in the Platinum Plan.

Clarifying language regarding the Actuarial Value of the Platinum plan and how it is established by the Health Consortium.

21.02 Health Insurance Cost Share

Current PPO Health Insurance Plan

2018- 12% employee monthly premium contribution for Individual or Family coverage

2019- 13% employee monthly premium contribution for Individual or Family coverage

2020- 14% employee monthly premium contribution for Individual or Family coverage

Standard Platinum Plan (employees hired prior to 1/1/2018):

2018- 8% employee monthly premium contribution for Individual or Family coverage

2019- 9% employee monthly premium contribution for Individual or Family coverage

2020- 11% employee monthly premium contribution for Individual or Family coverage

Standard Platinum Plan (employees hired on or after to 1/1/2018):

2018- 11% employee monthly premium contribution for Individual or Family coverage

2019- 11% employee monthly premium contribution for Individual or Family coverage

2020- 11% employee monthly premium contribution for Individual or Family coverage

21.03 Health Insurance Buy Back

Employees hired on or after 1/1/2018 will be eligible for health insurance buy back based on the individual Platinum Plan rate.

Article 23 Training and Travel

Update language to include MOU language agreed to that establishes Meal Breaks taken at training will be included in hours worked –same if they were at the facility working.

Article 24 Uniforms and Safety Shoes

Production employees will also be required to wear uniform style clothing with Name. Reimbursement increases \$100 from \$300 to \$400 per Distribution and Production employee per calendar year.

Article 26 Cell Phone Reimbursement

Reimbursement increases \$10 per month from \$20 to \$30 per month per specified employee.

APPENDIX 1 – WAGES

2018 Wage Scale

SCLIWC UAW JOB CLASSIFICATION SYSTEM

Tentative Agreement

JOB CLASSIFICATION LISTING			2018 SALARY SCALE				
CLASS	CIVIL SERVICE TITLE		HIRING Rate	Step 1 - 1st Anniv	Step 2 - 2nd Anniv	102.50%	
						Step 3 3rd Anniv JOB RATE	
				3.3%	3.2%	3.1%	
HOURLY POSITIONS							
7	Assistant Production Manager Assistant Distribution Manager	HOURLY 40 HR Annual	\$ 27.17 \$ 56,519.01	\$ 28.07 \$ 58,382.27	\$ 28.96 \$ 60,245.54	\$ 29.86 \$ 62,108.80	2.51% \$ 1,518.40
6	GIS/IT Specialist	HOURLY 40 HR Annual	\$ 25.64 \$ 53,339.10	\$ 26.49 \$ 55,097.54	\$ 27.33 \$ 56,855.97	\$ 28.18 \$ 58,614.40	2.51% \$ 1,435.20
5	Water Treatment Plant Operator Instruments & Controls Mech Oper Distribution Operator Principal Account Clerk Typist Administrative Assistant IV	HOURLY 40 HR Annual	\$ 22.36 \$ 46,506.10	\$ 23.10 \$ 48,039.26	\$ 23.83 \$ 49,572.43	\$ 24.57 \$ 51,105.60	2.50% \$ 1,248.00
4	Administrative Assistant III	HOURLY 40 HR Annual	\$ 22.23 \$ 46,241.10	\$ 22.96 \$ 47,765.54	\$ 23.70 \$ 49,289.97	\$ 24.43 \$ 50,814.40	2.52% \$ 1,248.00
3	Sr. Account Clerk Typist Administrative Assistant II	HOURLY 40 HR Annual	\$ 22.14 \$ 46,051.82	\$ 22.87 \$ 47,570.02	\$ 23.60 \$ 49,088.21	\$ 24.33 \$ 50,606.40	2.49% \$ 1,227.20
2	Water Maintenance Specialist Distribution Operator Assistant WTPO Assistant	HOURLY 40 HR Annual	\$ 19.14 \$ 39,805.58	\$ 19.77 \$ 41,117.86	\$ 20.40 \$ 42,430.13	\$ 21.03 \$ 43,742.40	2.49% \$ 1,060.80
1	Account Clerk Typist Administrative Assistant I ACT hired in 1990 = Sr.ACT	HOURLY 40 HR Annual	\$ 18.66 \$ 38,802.40	\$ 19.27 \$ 40,081.60	\$ 19.89 \$ 41,360.80	\$ 20.50 \$ 42,640.00 \$ 24.33 \$ 50,606.40	2.50% \$ 1,040.00

2019 Wage Scale

SCLIWC UAW JOB CLASSIFICATION SYSTEM

Tentative Agreement

JOB CLASSIFICATION LISTING			2019 SALARY SCALE				
CLASS	CIVIL SERVICE TITLE		HIRING Rate	102.50%			
				Step 1 - 1st Anniv	Step 2 - 2nd Anniv	Step 3 3rd Anniv JOB RATE	
				3.3%	3.2%	3.1%	
HOURLY POSITIONS							
7	Assistant Production Manager Assistant Distribution Manager	HOURLY 40 HR Annual	\$ 27.86 \$ 57,938.61	\$ 28.77 \$ 59,848.67	\$ 29.69 \$ 61,758.74	\$ 30.61 \$ 63,668.80	2.51% \$ 1,560.00
6	GIS/IT Specialist	HOURLY 40 HR Annual	\$ 26.28 \$ 54,664.06	\$ 27.15 \$ 56,466.18	\$ 28.01 \$ 58,268.29	\$ 28.88 \$ 60,070.40	2.48% \$ 1,456.00
5	Water Treatment Plant Operator Instruments & Controls Mech Oper Distribution Operator Principal Account Clerk Typist Administrative Assistant IV	HOURLY 40 HR Annual	\$ 22.91 \$ 47,660.70	\$ 23.67 \$ 49,231.94	\$ 24.42 \$ 50,803.17	\$ 25.18 \$ 52,374.40	2.48% \$ 1,268.80
4	Administrative Assistant III	HOURLY 40 HR Annual	\$ 22.79 \$ 47,395.71	\$ 23.54 \$ 48,958.21	\$ 24.29 \$ 50,520.70	\$ 25.04 \$ 52,083.20	2.50% \$ 1,268.80
3	Sr. Account Clerk Typist Administrative Assistant II	HOURLY 40 HR Annual	\$ 22.70 \$ 47,206.43	\$ 23.44 \$ 48,762.69	\$ 24.19 \$ 50,318.94	\$ 24.94 \$ 51,875.20	2.51% \$ 1,268.80
2	Water Maintenance Specialist Distribution Operator Assistant WTPO Assistant	HOURLY 40 HR Annual	\$ 19.62 \$ 40,808.77	\$ 20.27 \$ 42,154.11	\$ 20.91 \$ 43,499.46	\$ 21.56 \$ 44,844.80	2.52% \$ 1,102.40
1	Account Clerk Typist Administrative Assistant I ACT hired in 1990 = Sr.ACT	HOURLY 40 HR Annual	\$ 19.12 \$ 39,767.73	\$ 19.75 \$ 41,078.75	\$ 20.38 \$ 42,389.78	\$ 21.01 \$ 43,700.80 \$ 24.94 \$ 51,875.20	2.49% \$ 1,060.80

2020 Wage Scale

SCLIWC UAW JOB CLASSIFICATION SYSTEM

Tentative Agreement

JOB CLASSIFICATION LISTING			2020 SALARY SCALE					
CLASS	CIVIL SERVICE TITLE		HIRING Rate	Step 1 - 1st Anniv	Step 2 - 2nd Anniv	102.75%	Step 3 3rd Anniv JOB RATE	
						3.3%		
HOURLY POSITIONS								
7	Assistant Production Manager Assistant Distribution Manager	HOURLY 40 HR Annual	\$ 28.62 \$ 59,528.56	\$ 29.56 \$ 61,491.04	\$ 30.51 \$ 63,453.52	31.452 31.45	\$ 65,416.00	2.74% \$ 1,747.20
6	GIS/IT Specialist	HOURLY 40 HR Annual	\$ 27.00 \$ 56,159.38	\$ 27.89 \$ 58,010.78	\$ 28.78 \$ 59,862.19	29.674 29.67	\$ 61,713.60	2.74% \$ 1,643.20
5	Water Treatment Plant Operator Instruments & Controls Mech Oper Distribution Operator Principal Account Clerk Typist Administrative Assistant IV	HOURLY 40 HR Annual	\$ 23.54 \$ 48,966.74	\$ 24.32 \$ 50,581.02	\$ 25.09 \$ 52,195.31	25.872 25.87	\$ 53,809.60	2.74% \$ 1,435.20
4	Administrative Assistant III	HOURLY 40 HR Annual	\$ 23.41 \$ 48,701.74	\$ 24.19 \$ 50,307.30	\$ 24.96 \$ 51,912.85	25.729 25.73	\$ 53,518.40	2.76% \$ 1,435.20
3	Sr. Account Clerk Typist Administrative Assistant II	HOURLY 40 HR Annual	\$ 23.32 \$ 48,512.46	\$ 24.09 \$ 50,111.78	\$ 24.86 \$ 51,711.09	25.626 25.63	\$ 53,310.40	2.77% \$ 1,435.20
2	Water Maintenance Specialist Distribution Operator Assistant WTPO Assistant	HOURLY 40 HR Annual	\$ 20.16 \$ 41,925.52	\$ 20.82 \$ 43,307.68	\$ 21.49 \$ 44,689.84	22.153 22.15	\$ 46,072.00	2.74% \$ 1,227.20
1	Account Clerk Typist Administrative Assistant I ACT hired in 1990 = Sr.ACT	HOURLY 40 HR Annual	\$ 19.65 \$ 40,865.55	\$ 20.29 \$ 42,212.77	\$ 20.94 \$ 43,559.98	21.588 21.59	\$ 44,907.20	2.76% \$ 1,206.40
						25.63	\$ 53,310.40	