

MDC/OPEIU Local 8 Contract Negotiations Outstanding Issues As Of:

12/15/2015

Contract Issue	MDC Position	Union Position
Article 3 – Definitions & Article 9 – Work Schedules	Change work week to 40 hours for all full time employees.	Maintain current work week option of 39 hours for full time employees.
Article 7 – Subcontracting	Continue to allow managers in underfunded programs to perform bargaining unit work.	Remove this language. No supervisor or manager shall perform bargaining unit work.
Article 12 – Sick Leave	Sick Leave donation – employee must keep at least <i>120 hrs.</i> to be able to donate.	Sick Leave donation – employee must keep at least <i>80 hrs.</i> to be able to donate.
Article 21 – Layoff and Recall	Current contract language regarding length of time on recall list.	Increase the length of time on recall list and if offered less than regular position, employee remain on recall list.
Article 25 – Pension	<i>Reduce employer contribution by 1% to 3% (currently Employer contributes 4%). Match additional employee contribution up to 5%.</i>	Maintain current employer contribution at 4% and maintain current additional employee contribution match up to 4%.
Article 30 – Grievance Procedure	Change filing from step 1 to step 2 from 2 days to 5 days.	Standardize timeframes for each step of the procedure.
Article 36 – Wages	<ul style="list-style-type: none"> • 1.5% COLA upon ratification, • 1% effective 8/1/16, • 1% effective 8/1/17, • 1% effective 8/1/18, • 1% effective 8/1/19 (5.5% over 5 years) • NO retroactive wage increase back to 8/1/15 • Continue step increases • Define anniversary date • Second shift differential 	<ul style="list-style-type: none"> • 2.5% COLA retro to 8/1/15 • 2% COLA effective 8/1/16 • 2% COLA effective 8/1/17 (6.5% over 3 years) • Wage increase retroactive back to 8/1/15 • Continue the step increases • Define anniversary date

	<p>= 30 cents/hour</p> <ul style="list-style-type: none"> • Third shift differential = 60 cents/hour 	<p>process to review job classification,</p> <ul style="list-style-type: none"> • Second shift differential = 75 cents/hour • Third shift differential = 1 dollar/hour
<p>Article 37 – Termination and Renewal</p>	<p>5 year Agreement (all previous proposal from MDC were for a 3 year Agreement).</p>	<p>3 year Agreement.</p>