

CITY OF YORK & YORK PUBLIC EMPLOYEES ASSOCIATION: 2013 – 2015 CONTRACT PROVISIONS

Preamble

- Language revised to indicate that agreement “entered into on January 01, 2013.”

Article 1 Laws, Ordinances and Policies

- No change¹

Article 2 Management Rights

- Added letter (m) allowing City to change policies, procedures and regulations providing said changes do not supersede the specific language of the collective bargaining agreement (CBA). The changes shall not change the terms and conditions of employment contained in the CBA. New or policy changes must be furnished to employees at least two (2) weeks in advance of the effective date of said new policy or policy change.

Article 3 Recognition

- Amended language defining length of probationary period from sixty (60) working days to ninety (90) calendar days
- Amended definition of temporary employee length of time to complete a project. Time changed from sixty (60) working days to ninety (90) calendar days.

Article 4 Maintenance of Membership

- No change

Article 5 Union Dues

- No change

Article 6 Discrimination

- No change

Article 7 Representation

- Added language mandating the Union will provide notice of the representative names by the 15th of the following month when a new representative is appointed.

Article 8 Bulletin Boards

- No change

Article 9 Grievances

- No change

Article 10 Arbitration

- No Change

Article 11 Discipline and Discharge

- Added definition of disciplinary action

¹ Denotes no change from contract language in previous contract

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Article 12 Posting

- Amended to language by changing the length of time that employee must wait before bidding on a new position if said employee had been appointed to a new position within the previous twelve (12) months.
- Prohibits a probationary employee and an employee with active discipline in his or her file from bidding on a vacant Union position.
- Added language clarifying the selection process to transfer or promote an employee to a new position.
- Added language clarifying when an employee will receive the increased rate of pay when moving to a higher classification.
- Increases the probationary period when taking a new position from thirty (30) working days to six (6) months.

Article 13 Acting out of Classification

- No change

Article 14 Seniority

- Amended language defining probationary period for new employees to be ninety (90) calendar days rather than sixty (60) working days
- Language clean-up.

Article 15 Hours of Work

- Elimination of the 37.5 hour work week.
- Defines the work week from Sunday to Saturday
- Deletes language about Parking Enforcement Officers and employees working in the Police Records Bureau.

Article 16 Overtime

- Amends language to reference a forty (40) hour work week.
- Eliminates the employee's option to earn compensatory time
- Eliminates overtime pay if an employee works more than 37.5 hours in a work week

Article 17 Sick Leave/Attendance

- No change

Article 18 Leave of Absence

- Clarifies language about when an employee may request a leave of absence.
- Language added limiting the length of a leave of absence to 180 calendar days.

Article 19 Health Care Benefits and Life Insurance

- Employee health insurance will change to the Platinum Preferred Provider Organization (PPO).
- Schedule of benefits based on current Certificate of Coverage for health care benefits, current vision benefits plan document and the current dental plan document.

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- City reserved the right to change its provider network.
- Language deleted referencing the traditional health care benefits.

Prescription Co-Pays

Contract Year	Retail	Generic	Mail Order Retail	Mail Order Generic
2012	\$ 25.00	\$ 0.00	\$ 50.00	\$ 0.00
2013	\$ 30.00	\$ 10.00	\$ 60.00	\$ 20.00
2014	\$ 30.00	\$ 15.00	\$ 60.00	\$ 30.00
2015	\$ 30.00	\$ 15.00	\$ 60.00	\$ 30.00

If a member chooses a brand name when a generic is available the member will pay the difference between the price of the brand name and what the City would have paid if the generic had been selected.

Example:

\$100.00 (Brand Name Cost)
\$ 10.00 (Cost City would have paid for generic)
 \$ 90.00 (Paid by member)

Employee Health Care Benefit Monthly Contribution Rate for 2013:

Employee Contribution Rates	Monthly Employee Contribution Rates - Year 2012	Monthly Employee Contribution Rates - Year 2013
Single	\$ 30.00	\$ 50.00
Two Party	\$ 60.00	\$ 90.00
Family*	\$	\$ 135.00 with formula for family/month

* Calculated on an annual basis with a maximum cost for 2013 of \$135.00 per month.

Subsequent employee contributions (2014 & 2015) for health care shall be calculated for each year after 2013. The annual employee contribution shall increase by the same

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percentage as the annual increase of the City’s health care trend cost for the previous year not to exceed nine per cent (9%).

Employee contribution rates as per cent of total monthly health insurance premium equivalent:

Employee Contribution Tiers	Employee Monthly Contribution Rates - Year 2013	Monthly Premium Equivalent Rates	Employee Contribution as Per Cent of Total Monthly Premium Equivalent Rate
Single	\$ 50.00	\$ 637.25	7.85%
Two Party	\$ 90.00	\$ 1,271.19	7.08%
Family	\$ 108.36 ²	\$ 1,908.44	5.68%

- Amended language for employees retiring after January 01, 2014 to continue health insurance coverage up to age sixty-five (65) or the eligibility age for Medicare as determined by the Federal government not to exceed the age of seventy (70).
- Added language that employees hired after June 01, 2013 shall not be eligible for retiree health care and other related benefits.

Article 20 Holidays

- No change

Article 21 Vacations

- No change

Article 22 Bereavement Leave

- No change

Article 23 Jury Duty

- Language clean-up

Article 24 Military Training Leave

- No change

² Average employee monthly contribution for family health insurance coverage.

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Article 25 Wages

Contract Year	Estimated Total Annual Wages	Percent Increase	Estimated Total Increase for Year	Estimated Total Cost for Term of Contract
2013	\$899,025.00	2.30%	\$22,633.00	\$22,633.00
2014	\$925,982.00	3.00%	\$26,957.00	\$49,590.00
2015	\$954,722.00	3.10%	\$28,740.00	\$78,330.00
<i>Estimated Cost Total for Contract Term</i>	\$2,779,729.00		\$78,330.00	\$150,553.00
<i>Average Annual Per Cent Increase</i>		2.80%		

Article 26 Cleaning Reimbursement

- Changed the word reimbursement to allowance.
- Eliminated the \$45.00 per year for shoe allowance. City purchases footwear for Parking Enforcement Officers.
- Added language compliant with February 12, 2009 Memorandum of Understanding regarding when cleaning reimburse is due.
- Estimated annual cost for cleaning reimbursement

Contract Year	Estimated Annual Cost	Estimated Cost for Term of Contract
2012	\$ 12,000.00	\$ -
2013	\$ 9,300.00	\$ 9,300.00
2014	\$ 9,300.00	\$ 18,600.00
2015	\$ 9,300.00	\$ 27,900.00
Total Cost		\$ 55,800.00

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Article 27 Delegates to Convention

- Clarified language by adding “five (5) days per employee per calendar year.”

Article 28 Safety and Health

- No change

Article 29 Labor Management Committee

- No change

Article Visitation

- No change

Article 31 Printing of Contract

- Article deleted. Each party shall print own copies of the contract.

Article 32 Non-Waiver

- No Change

Article 33 Tuition Reimbursement

- No Change

Article 34 No Strikes and No Lockouts During Period of Agreement

- No change

Article 35 Residency Requirements

- Added language clarifying that an employee hired on or after January 01, 1997 shall become a City resident and maintain his or her residency during the course of their employment with the City. Previous contract language stated “the effective date of this contract.”

Article 36 Period of Agreement

- January 01, 2013 through December 31, 2015.