

Initial City Proposals

July 9, 2018

The following represent the initial City proposals and counter-proposals for a successor contract. Except as otherwise proposed, the remaining provisions of the 2014-18 collective bargaining agreement shall remain unchanged. Provided, however, the City reserves the right to supplement, amend or revise its proposals at any time.

Housekeeping

- Delete Section 3.3 (Fair Share), per the Supreme Court's *Janus* decision.
- Delete Section 4.3 (Length of Time Needed to Attain F Step for Employees Hired Prior to May 1, 2011), as no longer operative.
- Update the first paragraph of Section 6.2 to provide as follows:

Medical Insurance

A comprehensive medical program (including PPO and HMO alternatives) selected by the City will be provided during the term of this Agreement; provided, however, the City reserves the right to change insurance carriers, HMO's, or to self-insure as it deems appropriate, as long as the new basic coverage and basic benefits are substantially similar to those in effect before the changeover. The City may make future plan changes, including changes to benefit levels, so long as the changes will be the same as the changes for all management employees in the City of Park Ridge. The Union and employees will receive 30 days' advance notice in writing. ~~Notwithstanding the foregoing, no changes will be made to the PPO plan in effect as of May 1, 2014 prior to April 30, 2018, absent mutual agreement between the City and the Union.~~ During the term of this Agreement, employees may elect appropriate coverage in one of the health plans offered by the City during the enrollment period established by the City.

Rest of Section to remain as is.

- In response to the Union's proposal, add the following sentence to Section 7.1:
 - Bargaining unit employees assigned to a 37.5 hour work week will accumulate paid sick leave at the rate of 1 workday per month for each month worked. The maximum accrual shall be 1800 hours or 240 working days.
- Delete Section 9.7 (Mechanic Training Time), as no longer used.

- In response to the Union’s proposal, add “or Company Fire Officer” following reference to provisional Fire Officer I in Section 14.3 (c).
- In response to the Union’s proposal, add “or Advanced Fire Officer” following Fire Officer II to the Ascertained Merit chart in Section 14.5.

Additional City Proposals

Subject to agreement on economic provisions, revise Section 1.1 to provide for an effective date upon execution and an expiration date of April 30, 2021.

Revise Section 3.5 (Conventions) to provide as follows:

The City ~~will~~ may grant the request of up to two employees to be excused from work for up to two 22.25-hour shifts (or up to three 7.5 hour days for 37.5-hour per week employees) per year in order to attend State or National conventions of the International Association of Fire Fighters so long as such request is submitted to the City in writing at least two weeks before the absence, and provided the City determines that granting the request will not cause overtime. Such absences shall be unpaid, except that the employees shall be permitted to use accrued leave time.

The City proposes base pay wage increases on the existing non-longevity steps delineated in Section 4.1 in the amount of 2% upon settlement, 2% effective May 1, 2019 and 2% effective May 1, 2020. The City proposes no change to the existing wage structure.

The City proposes base pay wage increases on the existing steps delineated in Section 4.5 in the amount of 2% upon settlement, 2% effective May 1, 2019 and 2% effective May 1, 2020. The City proposes no change to the existing wage structure for Lieutenants.

The City proposes no change to the existing longevity benefit set forth in Sections 5.1 & 5.2, which shall apply for the term of the successor agreement.

Eliminate the Sick Leave Payout upon retirement benefit for employees hired after the effective date of the successor agreement. Modify Section 7.5, accordingly.

Revise Section 8.4 (Modified Duty) to provide as follows:

Modified Duty

The City will adjust the schedule to a 37.5 hour work week, normally Monday through Friday, will agree to provide the regular shift schedule (i.e., 24 hours on, 48 hours off) for modified duty for duty-related injuries. For hours up until 1700, the employee may be assigned to any job task, as determined by the City. After 1700, the employee will be assigned as the Battalion Chief's Aide and respond to calls to provide administrative assistance. The City, at its sole discretion, may provide modified duty to employees with non-duty related injuries.

Add the following to Section 9.5(e) (ETO Scheduling & City Cancellation):

No employee shall be permitted to schedule leave time for July 3, or such other date that the City selects for the annual fireworks program.

Change the second paragraph of Section 10.4 to provide as follows:

If requested by an employee and approved by the Fire Chief or his designee, At the employee's discretion, in lieu of overtime pay, overtime hours worked in a specific instance may be "banked" and used as compensatory time off. If the hours worked as overtime would have been paid at time and one-half, the employees will receive one and one-half times the number of hours worked as compensatory time. If the hours worked as overtime would have been paid as straight time, the employee will receive the number of hours worked as compensatory time. Maximum accrual for compensatory time is 44.5 hours. An employee must request the opportunity to use compensatory time off their prior assigned shift day, and such request will not be unreasonably denied.

Change Section 10.10 (72-Hour Rule) to a 48 hour rule.

Add the following new language to Section 13.1 (Drug Testing):

Notwithstanding the foregoing, in order to ensure a safe workplace, all employees covered by this agreement shall be subject to random testing for alcohol and/or drugs. An employee may be randomly tested up to 4 times during a 12 month period.

Revise the following chart contained in Section 14.5 (Promotion Process Components):

City designated paramedic Preceptor – Maximum of 5 points
<ul style="list-style-type: none">- A Primary Preceptor will receive 2.5 points for every student they precept within the <u>2 calendar years immediately</u>24 months preceding the close of applications.- A Backup Preceptor will receive 1.25 points for every student they are the backup within the <u>2 calendar years immediately</u> 24 months preceding the close of applications.- An employee may obtain a total of 5 points during promotional testing periods within the <u>2 calendar years immediately</u> 24 months preceding the close of applications.

- The student has to have completed the paramedic program before the close of the application period in order for the primary/backup preceptor to receive points.

Update the Side Letter regarding the Lieutenant Paramedic Wage Schedule to provide as follows:

The following employees, whose existing wages as a Lieutenant-Paramedic exceed the amount indicated on the Lieutenant-Paramedic wage schedule, shall be paid as follows:

	5/1/2017	Upon Settlement	5/1/2019	5/1/2020
Boeringa	\$109,429	\$111,618	\$113,850	\$116,127
Krause	N/A			
Portell	\$105,830	\$107,947	\$110,106	\$112,308
Debs	\$105,542	\$107,653	\$109,806	\$112,002