

TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH

DATE: August 28, 2014

RE: Approval of Collective Bargaining Agreement (General and Supervisory)
with SEIU

PETITION # 16 - 14

That the Southern Nevada District Board of Health approve the five-year Collective Bargaining Agreements (General and Supervisory) ratified on August 20, 2014 by the District's SEIU Local 1107 supervisory and non-supervisory bargaining units.

PETITIONERS:

Shirley Oakley, Human Resource Administrator *So*
Andrew J. Glass, FACHE, MS, Director of Administration *AG*
Joseph Iser, MD, DrPH, MS, Chief Health Officer

DISCUSSION:

On Friday, July 25, 2014, the District's management team and SEIU Local 1107 representatives with the help of a Federal Mediator and utilizing the Interest Based Bargaining method successfully reached a final tentative agreement on all the provisions of the new five (5) year labor contracts for the general and supervisory units. The agreement has a provision to re-open Article 22, Wages, in year three (3) to negotiate wages for years 4 and 5. The Collective Bargaining Agreement was ratified on August 21, 2014. The proposed tentative agreements and appendices have been attached in their entirety for review and reference.

A summary of the proposed contract terms which modify the former contract which expired on June 30, 2014 are as follows:

1. Article Language Renewed Without Changes, except Article Numbers:

- Article 3 Management Rights
- Article 4 No Strike

- Article 6 District Decorum
- Article 9 Dues and COPE (Committee on Political Education)
- Article 23 Retirement – changed article number from 23 to 38.
- Article 26 Holidays – changed article number from 26 to 24.
- Article 30 Court Leave – changed article number from 30 to 31.
- Article 31 Military Leave – article number changed from 31 to 32.
- Article 34 Employee Assistance Program – article number changed from 34 to 35
- Article 35 Bilingual Pay – article number changed from 35 to 21
- Article 36 Personal Vehicles – article number changed from 36 to 23
- Article 38 Savings Clause – article number changed from 38 to 39
- Article 39 Full Agreement – article number changed from 39 to 40

2. Article Changes Without Financial Implications

- Article 1 Recognition and Bargaining Unit Membership – Removed 3 day requirement prior to Board of Health Meeting to notify the Union of any new classifications.
- Article 2 Definitions – Reorganized and clarified definitions.
- Article 5 Non-Discrimination – Clarity
- Article 7 Union Rights – Allows for transfer of Union Bank Time hours between general and supervisory units upon mutual agreement. Also defines size of bargaining team for future negotiations and public notification time.
- Article 8 Bulletin Boards Updated location of union bulletin boards.
- Article 10 Joint Labor Management Committee - Language clarified and clean up.
- Article 11 Safety – Identifies Director of Administration as person to address safety concerns not addressed by Safety Committee.
- Article 12 Outside Employment – (Previously article 14) - language clarification
- Article 13 Probation – (Previously Article 15) Changes CHO to Division Director with Human Resource Administrator in determining if employee is not successfully completing the probationary period. Also, allows for written notice of extension.
- Article 14 Employee Evaluations (Previously Article 13) Language clarification.
- Article 15 Discipline, Demotion or Discharge – Extensive re-write identifying steps in progressive discipline process.
- Article 16 Grievance and Arbitration Procedure – (Previously article 17 and 18) Extensive re-write to redefine and clarify process and steps in Grievance and Arbitration process. Combined both articles.
- Article 17 Personnel Reduction – Clarified language and process for reduction in force.
- Article 18 Vacancies – Process for posting and filling open positions.
- Article 22 Hours of Work (Previously Article 21) Defined standard workday as eight hours between 6 a.m. and 6 p.m. Removed JLMC's need to review exemption status of various non-exempt employees. Clarified Scheduled Overtime and Adjusted Work Week. Supervisors Contract only - removed standby duty pay and telephone pay for supervisors.
- Article 25 Vacation – (Previously Article 27) Added a provision that allows employees to sell back up to 80 hours of vacation annually if the employee will have a remaining balance of a minimum of 80 hours and has taken at least 5 days of vacation during the previous year.
- Article 27 Family Medical Leave Act (FMLA) – Aligned the language in the article to agree with the federal guidelines for FMLA.
- Article 29 Donated Leave formerly called Catastrophic Leave – Clarified and streamline the process for donating leave and obtaining donated leave.

- Article 36 Disability, article title changed to Workers Compensation – Article streamlined and clarified workers compensation processes and procedures.
- Article 41 Term of Agreement – July 1, 2014 to June 30, 2019 except for re-opening of Article 20 on Wages for years four (4) and five (5) of contract.

3. New Articles

- Article 19 Acting Appointments – describes the criteria for a vacant position and any employee working in an acting role.
- Article 28 Extended Medical Leave – allows employees with serious medical conditions up to 12 additional weeks to heal and return to work beyond the FMLA allocation.
- Article 30 Bereavement – Removed Bereavement section from Catastrophic (Donated) Leave article and set up separate article.

4. Economic

- Article 20 Wages – No general increase for years 2015, 2016, and 2017. A one step annual increase of 2 ½% will continue for steps one through fourteen. Current active employees as of October 1, 2014 that were hired after June 30, 2014 will receive a lump sum payment of 1 ½% of their annual salary that will not adjust the salary schedule.
- Article 26 Sick Leave – Added provision for new hires after June 30, 2014 to only be able to be paid out at separation of employment after 4 years of employment, a maximum of 800 hours of unused sick leave.
- Article 34 Group Health Insurance – (Previously Article 24) Deleted the District Employee Health Insurance Fund per Petition# 15-14 July 24, 2014. Increased funding by District for employee plus dependent coverage for calendar years 2018 and 2019.
- Article 37 Longevity – (Previously Article 33) –Restitution of longevity benefits effective 7/1/14 with no retroactive payment. Longevity is frozen at 7/1/15 amount for FY16 and FY17. Restitution of longevity benefit will be restored for FY18 and FY19 with no retroactive payment. Continue current rate of \$110.00 per year of service paid semi-annually. Employees hired after 6/30/14 will be eligible for Longevity after seven years of service.

FUNDING:

	FY15	FY16	FY17	FY 18	FY19
Step Increase (1 step)	\$ 451,822	\$ 441,974	\$ 411,596	-	-
Lump Sum Payout	417,819	-	-	-	-
Health Insurance	4,353,574	4,512,524	4,512,524	4,912,997	4,912,997
Longevity	438,130	442,420	442,420	603,570	665,610