SUMMARY OF CHANGES
LT Contract
FY 19-20

Please refer to the contract for specific contract language changes.

ARTICLE 1 – RECOGNITION
1.5 - Requests for additional, AFSCME-related items to be added to uniforms may be submitted to the Human Resources Director for consideration and approval.

ARTICLE 4 - DURATION OF AGREEMENT
4.1 - Date changes

ARTICLE 7 – DUES DEDUCTION AND MAINTENANCE OF MEMBERSHIP
7.6 – update Union e-mail to Nhall@1180tulsa.org

ARTICLE 10 - UNION STEWARDS, GRIEVANCE COMMITTEE, AND BULLETIN BOARDS
10.2 - Upon prior approval of the Union Steward’s supervisor, Union Stewards for the LT Unit may also represent, at disciplinary and grievance hearings, an employee within the Steward’s work location who is in a different AFSCME bargaining unit.

ARTICLE 11 – UNION VISITATION AND NOTIFICATION
11.1 - The Union may request that a safety audit be conducted in areas in which Employee safety concerns have been identified. Subject to the approval of City safety personnel, the Union President may accompany the safety official when such audit is conducted.

ARTICLE 13 – DISCIPLINE
13.6 – Five (5) working days (or equivalent work hours) required for a pre-termination hearing. The name of the hearing officer will be included on the notice.
13.8 – In a disciplinary hearing, the burden of proof shall fall upon management to show just cause. Upon conclusion of the hearing and the recommendation of the hearing officer, the Department Head shall make the final determination of discipline.
13.10 – The department has the authority to determine the length of paid administrative leave.

ARTICLE 19 – WAGES AND PERFORMANCE INCREASES
19.1A-C No SPIs – 10% chart change effective January 5, 2020.
19.2 – 19.4 (previous) delete references to pay checks.

ARTICLE 21 – MEDICAL AND DENTAL INSURANCE
21.1–2 Maintain current plan until 1/1/20 when amounts will change as determined by the City-wide benefits committee which includes President and another AFSCME rep.
ARTICLE 22 – SENIORITY
Seniority lists shall go to the Union President

ARTICLE 24 – HOURS OF WORK AND REST PERIODS
24.4 – Shifts shall become effective the beginning of the first pay period following July 1st.

ARTICLE 26 – STANDBY AND CALL IN
26.6 - A committee shall be established following the provisions of Article 9 – Labor-Management Relations, to review departmental standby and call-back policies and make recommendations to the Department Head(s) and Human Resources Director as applicable.

ARTICLE 30 – FUNERAL LEAVE
30.2 – Add: Nephew, niece, first cousin, great grandchild, great grandparent to list of relatives that an employee will be granted one (1) day of funeral leave.

30.1 – An employee may use sick leave when applicable if additional time off is needed for medical reasons in accordance with the sick leave provisions.

APPENDIX D – UNION STEWARD AND LOCKING BULLETING BOARD LOCATIONS
#9 – 1 Steward in Meter Shop, 23rd & Jackson