



MUNICIPAL EMPLOYEES' FEDERATION (MEF) &
CONFIDENTIAL EMPLOYEES' ORGANIZATION (CEO)
INITIAL LIST OF INTERESTS AND ISSUES
NEGOTIATIONS – SPRING 2015

AFSCME MEF and CEO wish to raise the following issues to the extent that they are mandatory subjects of bargaining. AFSCME MEF and CEO also reserve the right to modify, amend, and/or add issues to raise during bargaining to the extent that such issues are mandatory, subjects of bargaining.

1) UNION RIGHTS

- Labor outreach to members - Member lists to include Worksite, e.g. WPCP, City Hall & phone number
- New Employee Orientation - NEO transition to NEW (add PT employee orientation)
- Transfers within AFSCME maintain Union dues (see last item #14)
- Bulletin Boards

2) HOURS OF WORK AND OVERTIME (FT, PT-B, PT-U)

- Police Department – mandatory OT
- Paid lunches - incorporate Pilot Programs
- Length of day (beyond 12 hours, FT and PT)
- Flex time (e.g., special events)
- Flexibly staffed positions language
- Vacation (time off requests scheduling/staffing and transfer impacts)
- RG2

3) SHIFT BIDDING

- Scheduling

4) LEAVES

- Return-to-Work and Interactive Process
- Family Leave
- Vacation
- Sick Leave

5) WAGES AND SPECIAL PAY

- Wage Increase (must offset any increased OPEB, retirement contributions)
- Longevity pay/retention incentive
- Special adjustments
- Performance adjustments
- Protective Footwear (allowance)
- Call Back – vehicle returns in Animal Services





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- Working in a Higher Classification Side Letter Agreement
- Uniform Allowance – disability clarified
- Step placement upon promotion
- Class comp study
- Notary Pay
- Shift Differential
- Training/professional education reimbursement

6) BENEFITS

- Health Care - Wellness Program
- Disability language updated

7) SAFETY

- Parking after hours
- Safety eyewear
- Bullet-proof vests
- Protective footwear

8) PROBATIONARY PERIODS

- Probationary Period extensions

9) ANNUAL PERFORMANCE EVALUATION

- Pre-performance
- Longevity pay (formerly ESPPPPP)/retention incentive

10) DISCIPLINARY ACTION

- Informal Written Reprimand
- Extend to part-timers

11) GRIEVANCE PROCEDURE

- Timeline Step I & Step II
- Meeting prep time for departmental LMCs (MEF only)

12) JOB TITLES/JOB DESCRIPTIONS

- Reclassification Procedures





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13) OTHER PART-TIMER ISSUES (Benefit and Un-benefit)

- Maximum hours (1040 - part-time yearly hours assessment)
- Layoff and reinstatement
- Training/professional education reimbursement
- ACA impacts

14) OTHER ISSUES

- Incorporate all remaining Side Letter Agreements
- Our bargaining unit work, e.g. Library Volunteer Side Letter Agreement
- Retirement Grievance Settlement, e.g., Administrative Cost
- Rejoin/merge CEO and MEF
- Job Classifications and pay (edit layout/format)
- Sick Leave Bill
- Living Wage
- Position reallocations (see #13)
- Return to Work/Retiree-rehires