

## SUMMARY OF TENTATIVE AGREEMENT

Between the  
CITY OF LANSING

And

UAW Local 2256, Lansing City Unit  
Ratified March 8, 2010

The parties' new collective bargaining agreement shall be the same as the parties' old collective bargaining agreement (in effect from October 3, 2004 – October 6, 2008) except as amended by the following changes to the collective bargaining agreement:

1. CONTRACT TERM:

The parties agree to a five (5) year contract to be in effect from October 7, 2008 through and including September 30, 2013.

2. WAGES/PAY SCALE:

Amended to provide the following increases to the hourly wage rates or cash payment as specified below, effective the pay period beginning on or immediately following:

3/1/10 (projected): \$1000 signing bonus (FT Seniority Employees)

10/7/10 (first full pay period): 1.75%

10/7/11 (first full pay following effective date): 1.25%

10/7/12 (first full pay following effective date): 1.25%

Add an additional two (2) steps at the bottom of the pay scale (the new step 1 will be 6% less than the existing step 1 and the new step 2 will be 3% less than the existing step 1; the existing steps will be renumbered).

3. HOSPITAL, MEDICAL, SURGICAL INSURANCE: (Effective as soon as vendors can make plan changes)

- Blue Care Network will no longer be offered as an option.
- Monthly Premium Share – BCBS Community Blue PPO1: \$125/225/325 annually.
- Monthly Premium Share – PHP: \$125/225/325 annually.
- Prescription Co-Pays: \$0/15/40 (BCBS and PHP)
- Mail Order Prescription Drug Rider: MOPD2x (90 days w/2 co-pays)
- Mandatory Generic Rider (PRX-MM): unless approval is received, an individual must accept the generic version of brand name drugs or pay the brand name co-pay plus the difference in cost between the generic and brand name drug.
- Hearing Aid Rider (HC-A)
- Healthcare Co-pays: \$20 Office/Urgent Care Visit, \$50 Emergency Room Visit (waived if admitted to hospital), \$10 Chiropractic.
- \$75.00 Health Care Risk Assessment rebate one time per year for each covered member effective October 2012.

## UAW TENTATIVE AGREEMENT SUMMARY

Page 2

- Retiree Healthcare Monthly Premium Share: \$125/225/325 annually capped at 1% of annual pension benefit.
  - Retiree Healthcare Prescription Benefit: all current retirees will be offered the \$0 generic drug benefit.
  - Retiree Healthcare: new employees hired after ratification will vest for retiree healthcare coverage (including spouse and dependents) after twenty-five (25) years of service.
  - Note: AFLAC flexible spending account cap will be increased to \$2,500.
4. VISION INSURANCE COVERAGE: VSP Blue Vision 12/12/12
5. SICK LEAVE: Payout will increase to 100% from 50% at retirement starting in October of 2012. Sick Leave Incentive (NEW): Employees who have accumulated sixty (60) days (480 hours) of sick leave shall have the option at the end of the calendar year ending September 30th to receive reimbursement for up to the first four (4) unused sick leave days accrued that year. If an employee did not use a sick leave day during that year he/she may be reimbursed for up to four (4) days. If an employee uses one (1) sick leave day he/she shall be eligible for three (3) days of reimbursement. If an employee uses two (2) sick leave days he/she shall be eligible for two (2) days of reimbursement. If an employee uses three (3) sick leave days he/she shall be eligible for one (1) day of reimbursement.
6. RETIREMENT INCENTIVE: Retirement age requirement will be waived for employees with 25 years of service who retire on or before June 30, 2010. Employees must declare their intention by March 30, 2010 and will have an effective retirement no later than June 30, 2010. Employees choosing to retire within this window period will receive a payout of 100% (rather than the contractual 50%) of their accumulated sick leave balance (up to 1,360 hours) and will not be subject to premium sharing for retiree health insurance. The decision to retire will be irrevocable on June 1, 2010.
7. UNION BUSINESS: Modify to include "flex time" for Bargaining Committee Members and release for a monthly stewards' meeting.
8. GRIEVANCE PROCEDURE:
- The City and the Union agreed to make procedural changes to the process (e.g., number of days to process, addition of mediation as an option).
9. CLASSIFICATIONS/REORGANIZATION:
- The City will issue a Request for Proposals from compensation firms (currently, we are contractually limited to using the Hay Group). Effective 2/9/2010 all reclassifications submitted to the Department of HR will be held in abeyance for submission to the new consultant to be hired.

UAW TENTATIVE AGREEMENT SUMMARY

Page 3

10. DEFERRED COMPENSATION: City match of up to \$250 per year.
11. EDUCATION & TRAINING: (Effective 2/1/10)  
  
Maximum reimbursement rate per bargaining unit member shall increase from \$400 to \$500.00 per fiscal year. Bargaining unit-wide cap is increased from \$7,500 to \$10,000.
12. COMPENSATORY TIME:  
  
Earned compensatory time will be paid at the employee's authorized regular rate of pay up to a maximum of eighty (80) hours.
13. LONGEVITY: Increase the cap on the base salary calculator from \$20,000 to \$25,000 effective October of 2011.
14. SEASONAL EMPLOYEES: Extend AFLAC and deferred compensation benefits to this group and pay out-of-class pay consistently across departments.
15. UNION FLAGS: Permitted by mutual agreement at Union Expense.
16. DISCIPLINARY PROCEDURE: Increase investigation and suspension pending investigation period.
17. UNION DUES: Provide notice to Union electronically.
18. HOLIDAYS: The Solid Waste/Operations & Maintenance Division of the Department of Public Service will observe Veterans Day and Good Friday on alternative dates.
19. NEW/RECALLED EMPLOYEE ORIENTATION: The Union will be invited to be present.
20. HOURS OF WORK: Implement four (4) 10-hour day work weeks where feasible and appropriate and effective.
21. BARGAINING UNIT WORK: Permit extension beyond six minutes where a supervisor is training employees or under exigent circumstances.