

CWA Non-Supervisory AgreementDecember 2001Strikeout Version 12/01

- 11.1 Effective the first full pay period next following October 1, ~~2000~~2001, Regular and probationary full-time employees hired prior to 10/01/00, who are covered by this Agreement and have not elected the Paid Time Off (PTO) option, shall accrue vacation (annual leave) based on their leave progression date and shall be limited to the following schedule:
- 12.12 Personal Critical Leave Bank (PCLB): It is recommended that the employee establish a PCLB, on his/her leave progression date, by depositing some number of hours of his/her PTO into the PCLB. The PCLB is used for the seventeenth (17) consecutive hour and beyond of absence due to any injury/illness of the employee or when an employee is needed to care for a member of the employee's immediate family (defined as spouse, child[ren], mother, father, or certified domestic partner) who is ill or injured, in the year between their leave progression dates. ~~requiring the employee to be absent and may require d~~Documentation by a certified physician, hospital or Employee Health Services may be required as determined by his/her Manager/designee.
- 31.1 C. ~~Effective the payroll period on or after January 1, 2002, employees covered by this Agreement being paid within the pay range of their appropriate classification, shall contribute one half percent (0.5%) to a Retiree Health Savings (RHS) plan.~~In conjunction with (B) above, effective the payroll period on or after January 1, 2002, the City shall make a mandatory

contribution each pay period to a Retiree Health Savings (RHS) Plan equal to one-half percent (0.5%) of earning as a reduction in salary for each employee covered by this Agreement. An individual employee shall not have the right to discontinue or vary the rate of mandatory contributions of employee compensation to the RHS Plan. The rate may be changed through the collective bargaining process.

31.6 Employees transferred to the Communications Workers of America (CWA) bargaining unit from the International Chemical Workers Union (ICWU) bargaining unit per the Agreement of October 11, 1999, shall no longer have their wages redlined provided they are being paid within the salary range for their classification.