

**Changes to the Labor Agreement Between the City of
Gainesville and the Communications Workers of America, Non-Supervisory Unit
Local No. 3170
Effective January 1, 2019 – December 31, 2021**

These changes to the 2019 – 2021 **Non-Supervisory** Agreement have been reached through negotiations between the Communications Workers of America and the City of Gainesville, and were ratified by the Communications Workers of America on January 22, 2019. Where necessary, dates, policy references, and article reference numbers were changed throughout the Agreements.

Article 6 – Union Stewards & Activity

NEW 6.13: Added language clarifying that the union president and vice presidents are permitted to represent all employees covered by the agreement.

Article 7 – Discharge and Discipline

7.4: Updated the timeframe for appealing a discharge from five days to seven days.

Article 8 – Grievance Procedure

8.4: Extended timeframe for advancing a grievance to arbitration from twenty days to thirty days.

Article 12 – PTO

12.7: Deleted obsolete reference and added “Military Leave, or in cases of suspension without pay” to the list of instances where PTO would not be charged prior to going into a leave without pay status.

Article 22 – Hospitalization and Life Insurance

- Updated article heading to “Health and Life Insurance.”
- 22.1: Added trigger language that would change bi-weekly payment of premiums to semi-monthly.
- 22.3: Updated dates to reflect term of contract.

Article 24 – Miscellaneous Employee Benefits

- 24.3: Updated expiration date on Police Service Technician allowances, and on use of uniform allowance toward purchase of approved, job appropriate footwear, to coincide with expiration of contract.
- 24.6: Increased value of Gas Pipeline Welder Supplement by 1%.
- 24.7: Increased value of Public Works Electrical Certification Pay by 1%.
- 24.8: Increased value of Water/Wastewater Service Operator Supplement pay by 1%.
- 24.9: Deleted paragraph.
- 24.10: Renumbered to 24.9. Added Parts Specialist and Consultant certification pay for Fleet Support Specialists.
- NEW 24.10: Added language enabling a Cell Phone Stipend of \$30/month.

Article 26 – Leave of Absence With or Without Pay

NEW 26.12: Added Domestic/Sexual Violence Leave provision.

NEW 26.13: Added Paid Parental Leave provision.

Article 28 – Job Vacancy and Probation

28.3.A (Probation): Added language clarifying that a probationary period is to be served – and may be extended – for all appointments to a new position.

Article 34 – Wages

CONTRACT YEAR	RANGE MOVEMENT (all CWA ranges, Min and Max)	GENERAL PAY INCREASE (those not in the DROP and not in a PTTP)
2019	No range movement	Up to 2%, limited by the range max, Lump sum for portion that is over the range max effective January 14, 2019
2020 and 2021	Reopener	Reopener

PTTP Participants

Those in a PTTP shall receive a one-time, non-pensionable, lump sum payment of \$1,000, effective January 14, 2019.

- 34.8: Updated Living Wage, increasing it from \$12.75/hour to \$13.25/hour, effective January 14, 2019.
- NEW 34.9: Added language enabling a fee charged for processing income deduction orders.
- NEW 34.10: Added language permitting reopening of paragraphs 34.1, 34.3 and/or 34.8, one time during the term of the agreement.

Article 36 – Pensions

Deleted paragraph 36.4.