

ATTACHMENT II
PROPOSED ARTICLES 3, 6 & 28

ARTICLE 3
WAGES

1. ~~The salary plan shown in Appendix B shall be increased by a 2.25% COLA across the board effective July 1, 2019. The salary plan shown in Appendix B shall be increased by a 2.25% COLA across the board effective July 1, 2020. In accordance with NRS Chapter 288, the Union and the County agree that prior to the third (3rd) year of this agreement, this article may be reopened, at the request of either the Union or the County, to determine if a salary increase will be awarded. Such request shall be provided to the other party no later than February 1, 2021. Effective July 1, 2022, or upon approval by the Clark County Board of Commissioners whichever is later, the salary schedules for all employees covered in Appendix A will be adjusted by the annual percentage increase to CPI-U all items in West-Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SAO) for the calendar year ending December 2021. The adjusted percentage increase in salary schedules shall be a minimum of 2.0% and a maximum of 3.0%. The adjusted percentage increase is based on U.S. Bureau of Labor Statistics data (<https://data.bls.gov/timeseries/CUURN400SAO>).~~
2. Effective July 1, 2023, or upon approval by the Clark County Board of Commissioners whichever is later, the salary schedules for all employees covered in Appendix A will be adjusted by the annual percentage increase to CPI-U all items in West-Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SAO) for the calendar year ending December 2022. The adjusted percentage increase in salary schedules shall be a minimum of 2.0% and a maximum of 3.0%. The adjusted percentage increase is based on U.S. Bureau of Labor Statistics data (<https://data.bls.gov/timeseries/CUURN400SAO>).
32. Employees may receive an initial hourly rate above the entry hourly rate Technician I with the written approval of the County Manager based on prior relevant experience.
43. Step Increases: Persons hired into a Technician I position will be placed at the initial entry rate shown in Appendix B. At the end of the first six months of employment, the employee will be moved to Step 1 shown in the same appendix. At the end of the second six months of employment, the employee will be moved to Step 2 shown in the same appendix. At the end of the third six months of employment, the employee will be moved to Step 3 shown in the same appendix. Exceptions may be made as described in Section 2 of this article.
54. Technician II: Employees who are promoted to Technician II will be placed at the wage rate of the Technician II position as shown in Appendix B.

- 65. Senior: Employees who are promoted to the Senior position will be placed at the wage rate of the Senior position as shown in Appendix B.
- 76. No employee shall have a higher hourly rate than the hourly rates listed in Appendix B.
- 87. All pay increases in this Article will be effective the first day of the pay period following the increase trigger date.

4/25/22
Date
Joseph P. [Signature]
For the County

May 11, 2022
Date
[Signature]
For the IUEC 18
I.U.E.C. Int'l [Signature]

ARTICLE 6 HOLIDAYS

1. Recognized Holidays: The following shall be recognized as holidays for purposes of this Agreement:

- | | |
|---------------------------|---------------------------------------|
| a. January 1 | New Year's Day |
| b. Third Monday | January Martin Luther King's Birthday |
| c. Third Monday | February President's Day |
| d. Last Monday | May Memorial Day |
| e. July 4 | Independence Day |
| f. First Monday | September Labor Day |
| g. Last Friday of October | Nevada Day |
| h. November 11 | Veterans' Day |
| i. Fourth Thursday | November Thanksgiving Day |
| j. Day After Thanksgiving | Family Day |
| k. December 25 | Christmas Day |

The County agrees that if any additional legal holiday is recognized by the County it shall also be recognized for the employees covered by this Agreement.

And all other days that the County is required by state law to observe as a legal holiday.

2. Compensation:

- a. An eligible employee shall be paid an amount equal to the employee's normal work shift, at his/her regular straight time rate for the above holidays that he/she does not work. If required to work a holiday, he/she shall be paid, in addition to holiday pay, a rate equal to one and one-half times (1 1/2) his/her regular hourly rate, including appropriate shift differential.
- b. Those employees who fail to work the last scheduled work day preceding a holiday or first scheduled work day following a holiday, unless the employee receives prior supervisor approval or is hospitalized or is suffering from a bona fide injury or illness, shall not receive payment for the un-worked holiday or in those cases where the employee is scheduled and works the holiday but does not work the last scheduled work day preceding or first scheduled work day following the holiday shall be paid for the worked holiday at the regular straight time rate of pay.

County Proposal
Date: April 25, 2022
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- c. Except in cases of bona fide illness or injury, an employee who is scheduled to work on a recognized holiday and who fails to do so, shall receive no pay for the holiday. At the request of the County, the employee shall produce satisfactory evidence that an absence was, in fact, due to bona fide illness or injury. The County reserves the right to request a physician's statement with diagnosis to qualify as a bona fide illness or injury.
- d. If a recognized holiday falls during an employee's approved leave period, the employee shall receive holiday pay for the holiday and will not be charged for a day of leave for the holiday.

5/4/2022

Date
Joseph P. [Signature]

For the County

May 11, 2022

Date
[Signature]

For the IUEC 18
I.U.E.C. Int'l Organizer

County Proposal
Date: April 25, 2022
Proposal #2

ARTICLE 28
TERM-TERMINATION-RENEWAL

Term of Agreement: This Agreement shall become effective on July 1, 2019 and shall continue in full force and effect until June 30, 2024.

Either party by written notice prior to February 1, 2024 may ~~reopen Article 3 request, paragraph 1 and one other article~~ to negotiate a successor Agreement.

5/4/2022
Date
Joseph L. [Signature]
For the County

May 11, 2022
Date
[Signature]
For the IUEC 18
I.U.E.C. Int. Organizer