

ATTACHMENT I

Article	Title	Date	Type of Change	Changes
1	Agreement/Witnesseth /Recognition	27-Jul-21	Substantial	1) changes effective date 2) moves sections to other articles
2	Mutual Obligations	27-Jul-21	Limited	N/A
3	Employment Procedure	1-Jul-21	Limited	1) changes process
4	Union Representative and Shop Steward	21-Apr-22	Substantial	1) adds Union orientation presentation
5	Hours of Work -- Overtime -- Schedules	21-Apr-22	Limited	1) includes 2 15 minute paid rest breaks 2) eliminates 10 hour language (mostly) 3) adds OT for next shift if not 8 hours off between consecutive shifts 4) moves posted of vacancies to Article 10 5) increases differentials 6) revamps standby
6	Holidays	18-Oct-22	Substantial	1) adds day after Christmas 2) removes birthday holiday 3) provides 14 calendar notice of holiday schedule 4) clarifies payment for unworked holiday if absent day before or after 5) clarifies note parameters
7	Annual Leave	8-Oct-22	Substantial	1) adds buy back option not to exceed 40 left in bank 2) adds ability to donate and use annual leave 3) clarifies payment for unworked days before and after leave
8	Sick Leave	27-Sep-22	Limited	1) clarified UMC ability to request note after 3 consecutive days
9	Miscellaneous Leaves	3-May-22	Limited	1) added 2 work days to paid bereavement 2) added catastrophic leave option 3) clarified UMC has right to request proof of death for bereavement
10	Seniority	19-Jul-22	Substantial	1) clarified seniority definition and calculation 2) added vacancy bid process 3) annual bid for all shifts (not just Mon - Fri)
11	Management Rights and Responsibilities	30-Aug-22	N/A	N/A
12	Contracting Work	2-Jul-21	Substantial	1) rewrote article with clarification on what is/is not bargaining unit work 2) clarified when work can be contracted out
13	Discipline and Discharge	30-Aug-22	Substantial	1) rewrites article defining just cause counseling notices/personnel file Investigations SPI's
14	Grievance and Arbitration Procedures	19-Jul-22	N/A	N/A

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15	Uniforms and Tools	19-Jul-22	Substantial	1) removes tool allowance in exchange for \$.24/hr wage + 2) adds parking but then removes it
16	Compensation	30-Aug-22	Substantial	1) COLA/Merits retroactive to 7/1/21 and through 6/30/26 2) removes first year hire in reduction of \$1/hr
17	Bulletin Boards	31-Jul-23	N/A	N/A
18	Layoff and Recall Procedure	2-Jul-21	Limited	1) adds numbers spelled out
19	Rewards and Incentives	10-Nov-21	N/A	N/A
20	Group Insurance	2-Jul-21	N/A	1) Adds side letter on premium costs
21	Longevity	31-Jul-23	Limited	1) replaces "signing of Agreement" with June 6, 2017
22	Retirement Contributions	29-Jun-21	N/A	N/A
23	Apprenticeship and Training Program	21-Apr-22	Limited	1) updates contribution to Union fund to set amount (\$30.80) 2) clarifies journey level is engineer classification
24	General Savings Clause	28-Apr-22	N/A	N/A
25	Equal Opportunity/ Discrimination Clause	1-Jul-21	Limited	1) adds protected group 2) clarifies name of UMC office
26	Safety	27-Jul-21	Limited	1) adds safety committee 2) adds PPE language 3) adds a cleaning facility/replacement clothing for bi hazard exposures
27	Employee Deductions	19-Apr-22	N/A	N/A
28	Acting Higher Classification Pay	2-Jul-21	N/A	N/A
29	Drug and Alcohol Testing/Substance Abuse Policy	2-Jul-21	Limited	1) adds language - not just reference 2) adjusts SEIU language Initial test process to breath alcohol second test to blood if requested (w/ 10 mins) second sample at alternate facility
30	Maintenance of Skills	3-May-22	Substantial	1) removes Annual Leave benefit in exchange for \$0.40/hr wage increase
31	Anti-Strike/No Lockout Clause	20-Sep-22	N/A	N/A
32	NO NAME	2-Jul-21	N/A	Removed
33	Term - Termination-Renewal	29-Jun-21	Limited	1) identifies effective dates of 7/1/20 through 6/30/26
	No Name	31-Jul-23	Substantial	1) Union withdraws (with prejudice) all outstanding grievances filed prior to July 1, 2023 EMRB Complaint 2022-019