

**Attachment III - IUEC Local 18**

**Fiscal Impact Assessment Summary**

<b>Article Number</b>	<b>Article Title</b>	<b>No Change Item</b>	<b>No Cost/Savings Item</b>	<b>Cost/Savings Item</b>
1	Recognition	✓		
2	General Savings Clause	✓		
<b>3</b>	<b>Wages</b>			✓
4	Hours of Work/Overtime/Schedules	✓		
5	Acting Higher Classification Pay	✓		
<b>6</b>	<b>Holidays</b>		✓	
7	Vacation and Sick Leave	✓		
8	Miscellaneous Leaves	✓		
9	Seniority	✓		
10	Layoff/Recall	✓		
11	Union Representatives and Shop Stewards	✓		
12	Management Rights	✓		
13	Discipline and Discharge	✓		
14	Grievance and Arbitration Procedures	✓		
15	Uniforms and Tools	✓		
16	Bulletin Boards	✓		
17	Group Insurance	✓		
18	Life Insurance	✓		
19	Long Term Disability Insurance	✓		
20	Retirement Contributions	✓		
21	Employee Deductions	✓		
22	Equal Opportunity Discrimination Clause	✓		
23	Safety	✓		
24	Anti-Strike/No Lockout Clause	✓		
25	Tuition Reimbursement	✓		
26	Bargaining Unit Work	✓		
27	Labor/Management Committee	✓		
<b>28</b>	<b>Term-Termination-Renewal</b>		✓	
Appendix A	Classifications	✓		
Appendix B	Wage Schedules	✓		
Appendix C	Department of Aviation ATS Leave and Attendance Policy	✓		
Appendix D	Clark County's Substance Abuse Policy	✓		
Appendix E	Substance Abuse Program Observation/Incident Form	✓		
Letter of Agreement	Seniority Letter of Agreement	✓		
Letter of Agreement	Temporary Concessions	✓		