



# IBEW Local 21

LC911 CONTRACT OVERVIEW

# Article 1 Recognition

- ▶ Recognition of IBEW Local 21 as collective bargaining agent for the Dispatchers.
- ▶ Collective bargaining agent will follow Dispatchers if work is moved to another facility under jurisdiction of Lake County
- ▶ Dealings shall be characterized by mutual responsibility and respect. Language to restate non-discrimination policies.
- ▶ Contract provision for the Employer's Management Rights to hire, employ, promote, manage and direct the workforce, subject to the terms of the Agreement.



# Article 2 Safety

- ▶ Contract provisions to insure a safe workplace
- ▶ Notification to Union about accidents and hospitalization
- ▶ Safety is recognized by both LC911 and IBEW as a mutual concern.

# Article 3 Seniority

- ▶ “3.01 Seniority shall be defined as the date of hire by Lake County Government. The parties recognize that employees who worked for Lake County prior to consolidation shall retain their seniority. If more than one employee has the same hire date, ties shall be resolved based on the credited years of service prior to employment at LC911. Full-time employees will be considered more senior to part-time employees. In the event the date and work week classification are the same, the employee’s date of birth shall be used, where dates beginning on January 1<sup>st</sup> to have greater seniority.”
- ▶ Seniority lists will be provided to Union
- ▶ Dues Deduction language
- ▶ Recognizing “Right to Work Laws”
- ▶ COPE Deduction language



# Article 4 No Strike No Lockout

- ▶ Language to prevent strikes, slowdowns, and lockouts.
- ▶ Language for Union Activities under the law that do **NOT** hinder the safe operation of Lake County

# Article 5 Union Rights

- ▶ Language for access for Union Representatives to Dispatch Center.
- ▶ Bulletin Boards for Union's Use at the Dispatch Center
- ▶ Stewards will be recognized by LC911
- ▶ Language for orientation and introduction for new employees to the Union.
- ▶ Language for approval of time for Union Business-for example steward's training



# Article 6 Classification and Treatment of Part-Time Employees

- ▶ Definition of part-time-an employee who averages no more than 29 hours per week in any given calendar quarter.
- ▶ Part-time employees are not eligible for the provisions of collective bargaining
- ▶ Part-time employee wage rates shall not exceed that of the full-time employees
- ▶ Best Effort language to maintain a sufficient number of full-time employees
- ▶ Ability to change work-week classification with approval of management



# Article 7 Vacations & Paid Time OFF

- ▶ Vacation time as provided in Ordinance NO. 1356C-2
- ▶ Vacation days will be converted to hours as described in handbook
- ▶ Sick/Personal time will be converted to hours as stated in handbook.
- ▶ Time for court or jury duty shall be excused without loss of pay.
- ▶ Bereavement Leave shall be in full workday increments.
- ▶ Holiday allowances and holiday rate of 1 ½ times for all hours worked.
- ▶ Compensatory time and vacation time will need to be scheduled each year. Management approval necessary to carry over time or schedule.



# Article 8 Scheduling, Overtime, & Compensatory Time

- ▶ Definition of a normal workweek.
- ▶ 15 minute breaks for every 4 hours worked.
- ▶ Hour lunch, which may be separated into 2 smaller meal periods.
- ▶ Overtime for hours worked in excess of the normal scheduled shifts to include training, travel, scheduled hours, and scheduled paid time off.
- ▶ “LC911 will make reasonable efforts to avoid long duration shifts and unscheduled hours...”
- ▶ Annually scheduled shifts shall be awarded by seniority.
- ▶ Compensatory Time up to 100 hours and opportunity to sell back unused hours.
- ▶ Minimum of 2 hours of overtime for all emergency call-outs.



# Article 8 Continued

- ▶ Overtime will be maintained through one list
  - ▶ Voluntary Overtime-Volunteers shall be given priority with those who have worked the fewest hours (if qualified) given first choice.
  - ▶ Forced Overtime-When no volunteers are available employees will be forced (if qualified) with those who have worked the fewest hours.
  - ▶ Unscheduled Overtime-Filled in 4 hour increments from the forced list.
- ▶ When overtime hours are equal seniority shall be given priority.



# Article 9 Bonuses and Adders

- ▶ Evening or Night shift adder of \$12.00 or \$1.00/hour
- ▶ Adder applied when training others
- ▶ Longevity Bonus if allowed under the Ordinance in effect

Completed Years Of Service	Amount Per Year
5	\$220.00
10	\$320.00
15	\$440.00
20	\$620.00
25	\$920.00
30	\$1,220.00

# Article 10 Training and Layoff

- ▶ Language for an optional Career & Personal Development Plan and Training Advisory Board which is a Voluntary Program for Dispatchers' personal or career development to better the community.
- ▶ Language to protect seniority and pay in the event of a layoff
- ▶ Language for the recalling of laid-off Dispatchers in the event the LC911 adds to the workforce for 1 year.
- ▶ Extended Health Care in the event of a layoff.
- ▶ Union-Management Committee for recommendations regarding the health, welfare and working conditions of the employees.



# Article 11 Salaries & Benefits

- ▶ Contract provisions are subject to all state and federal laws, if changes occur (good or bad) the County and Union will attempt to negotiate a lawful alternative.
- ▶ The above language applies to County Budgets if the budget allows additional wage increases may be negotiated.
- ▶ Qualified Dispatchers shall be paid according to the wage chart that follows. Tier 3 and Tier 4 may be capped by County Budget.
- ▶ Once adjustment is made, dispatchers will only receive an increase in pay by:
  - ▶ 1. Moving to a higher tier
  - ▶ 2. An Increase negotiated through a wage reopener.
  - ▶ 3. Through an ordinance adopted by Lake County Council.

## Dispatcher Wage and Qualification Tiers

<i>Tier</i>	<i>Wage</i>	<i>Requirement</i>
1	29,000.00	New Hire (Full-Time)
2	32,000.00	Completion of one (1) year of employment (no Cap to this level)
3	\$37,000.00	Certified by the department as a call-taker and Police Dispatcher (The number of dispatchers at this level may be capped by County budget).
4	\$42,000.00	Certified by the Department as an EMS and Fire Dispatcher and in IDACS operations (The number of dispatcher may be capped by County budget).



# Article 12 Grievance & Problem Resolution Procedures

- ▶ Union Representation shall be present if employee so requests for discipline and investigation meetings.
- ▶ Discipline shall not be considered for future discipline after 18 months.
- ▶ Union-Supervisor Review Board Meeting prior to termination.
- ▶ Grievance Procedure
  - ▶ Meeting at Step 1 between Supervisor and Dispatcher or Steward
  - ▶ If not resolved, Meeting at Step 2 with next higher level LC911
  - ▶ If still not resolved, Step 3 with an appeal made in writing to HR Director
  - ▶ At the Union's request grievances may be submitted to final and binding Arbitration.



# Article 13 Agreement & Collective Bargaining

- ▶ 3 year Length of Agreement, with wage and benefit reopeners
- ▶ Language to detail bargaining for next Agreement to start with written notice 60 days prior to expiration.
- ▶ Future Bargaining sessions shall allow up to 3 Dispatchers to attend bargaining without loss of pay.
- ▶ LC911 agrees to have Agreement printed and provided to Union for distribution.



# Memorandum of Agreement

- ▶ Letter for opportunity to open Health Care Benefits Discussion
- ▶ If no agreement is reached, the current contract will stay in effect.

# Questions & Answers

- ▶ Agreement needs to be ratified with a majority vote.
  - ▶ Majority vote from Full-Time Dispatchers in the Agreement.
  - ▶ International Office of IBEW needs to certify the Agreement.
  - ▶ Lake County Government needs to certify the Agreement.
- ▶ Overview meetings are being scheduled for questions
  - ▶ Private sign up and voting to be scheduled following the meetings
  - ▶ Feel free to email Byron at [bbonham@ibew21.org](mailto:bbonham@ibew21.org)