

Summary of Changes to
ATU Local #519 Collective Bargaining Agreement
For January 1, 2019 - December 31, 2020

All changes are effective January 1, 2019, unless noted otherwise.

1. Terms of Agreement - January 1, 2019 through December 31, 2020.
2. Wages
 - a. Effective January 7, 2019: 2.5% across the board increase to all position classifications.
 - b. Effective January 6, 2020: 2.5% across the board increase to all position classifications.
3. Maintenance of Membership (Section 2)
 - a. Minor change to language. Change “shall” to “may”, delete last part of 2nd paragraph.
4. Probationary Period (Section 3)/Paid Holidays (Section 17)
 - a. Change language in Probationary Period (Section 3) to allow new hires to use Floating Holiday right away. Change language in Paid Holidays (Section 17) to indicate number of Floating Holidays received would be prorated by hire date. Employees hired 1/1 to 6/30 will receive two (2) Floating Holidays and those hired 7/1 to 11/30 will receive one (1) floating holiday.
5. Lay-Off and Recall (Section 8)
 - a. Item E – Change date to reflect “Employees hired after **March 1, 2014**”
6. Uniforms (Section 12)
 - a. Change reimbursement of clothes, equipment, safety shoes. Etc. from \$75 to \$100
7. Tool Allowance (Section 18)
 - a. Change tool allowance from \$600 to \$700
8. Medical Benefit Plan (Section 20)
 - a. Health Care Cost Containment Committee – Change language to reflect Union President can designate two Union employees to be part of the committee.
9. Employee Sick Leave (Section 26)
 - a. Change language to allow members to designate up to 3 of their sick days as “Family Care Days.”
10. Bereavement Leave (Section 28)
 - a. Change language to reflect three levels of bereavement pay...Priority Family (up to 6 days off), Immediate Family (up to 3 days off) and Other Relations (1 day off).
11. Residency Requirement (Section 32)
 - a. Delete entire section on Residency Requirement.
12. Part-time Employees (Section 34)
 - a. Modify wages to reflect 2.5% general wage adjustment effective January 7, 2019
 - b. Modify wages to reflect 2.5% general wage adjustment effective January 6, 2020
13. Create a Memorandum of Understanding:
 - a. Addressing JLM, Safety and Accident Review Board.
 - b. Allowing Union 30 minutes with new employee within first 3 days of employment.
14. Housekeeping – date changes, names, etc.