

SUMMARY OF TENTATIVE AGREEMENT  
Between the  
CITY OF LANSING  
And  
TEAMSTERS LOCAL 580 SUPERVISORY UNIT

The parties' new collective bargaining agreement shall be the same as the parties' old collective bargaining agreement (in effect from February 1, 2003 – January 31, 2007) except as amended by the following changes to the collective bargaining agreement:

1. ARTICLE 24 – CONTRACT TERM:

The parties agree to a five (5) year contract to be in effect from February 1, 2007 through and including January 31, 2012.

2. WAGES/PAY SCALE:

Amended to provide the following increases to the hourly wage rates or cash payment as specified below, effective the pay period beginning on or immediately following:

February 1, 2010:	\$750.00 cash signing bonus
February 1, 2010:	1.75% increase hourly wage
February 1, 2011:	1.25% increase hourly wage

Add an additional two (2) steps at the bottom of the pay scale (the new step 1 will be 10% less than the existing step 1 and the new step 2 will be 5% less than the existing step 1; the existing steps will be renumbered).

3. ARTICLE 23 – RETIREMENT PENSION: (Effective the pay period beginning on or immediately following 2/1/10)

Increase 1.6 factor to 1.8; City and the member to equally share the cost at the actuarially determined rate from study (.849%)

4. ARTICLE 7, SECTION 3 – HOSPITAL, MEDICAL, SURGICAL INSURANCE: (Effective as soon as vendors can make plan changes)

- Blue Care Network will no longer be offered as an option.
- Monthly Premium Share – BCBS Community Blue PPO1: \$200/500/650 annually.
- Monthly Premium Share – PHP: \$200/500/650 annually.
- Prescription Co-Pays: \$10/20/40 (BCBS) and \$15/25/50 (PHP) or if the City obtains a Prescription Benefit Manager, \$10/20/40 under either plan.

- Mail Order Prescription Drug Rider: MOPD2x (90 days w/2 co-pays)
  - Retail 90 Rider: 90 days w/2 co-pays.
  - Mandatory Generic Rider: unless approval is received, an individual must accept the generic version of brand name drugs or pay the brand name co-pay plus the difference in cost between the generic and brand name drug.
  - Healthcare Co-pays: \$20 Office/Urgent Care Visit, \$50 Emergency Room Visit (waived if admitted to hospital).
  - Employer may offer an alternate health insurance plan whose cost is sufficiently lower than the BCBS plan to eliminate the premium cost sharing and result in savings to the City. Employee participation is voluntary. Employer will consider any alternate plan present by the Union which meets the same cost parameters.
  - \$75.00 Health Care Risk Assessment rebate one time per year for each covered member.
  - City employees married to City employees are entitled to one coverage only and are not entitled to opt-out payment.
  - Retiree Healthcare Monthly Premium Share: 1% of annual pension benefit capped at \$200/500/650 annually.
  - Retiree Healthcare: new employees hired after ratification will vest for retiree healthcare coverage after twenty-five (25) years of service.
5. ARTICLE 7, SECTION 5 – DENTAL INSURANCE COVERAGE: (Effective as soon as vendors can make plan changes)
- Increase the maximum benefit for Class I and II services from \$800 to \$1500
  - Increase the maximum benefit for Class IV (Orthodontic) services from \$1,000 to \$3,000.
6. ARTICLE 12, SECTION 9 – CALL-BACK: (Effective 2/1/10)
- Phone time paid for actual time.
  - Come In: Status Quo
  - On Call: One and one-half (1-1/2) hours pay for each day or any portion of the day. No change to current Appendix L of the Contract.
7. ARTICLE 15 – VEHICLES: (Effective 2/1/10)
- The City will determine employee vehicle assignment and commuting privileges and will provide IRS mileage reimbursement for any miles traveled related to call-backs.
8. ARTICLE 11 – GRIEVANCE PROCEDURE:
- The City and the Union agree to make changes to the arbitrator list.

9. ARTICLE 14 – CLASSIFICATIONS/REORGANIZATION:

The City will issue a Request for Proposals from compensation firms (currently, we are contractually limited to using the Hay Group).

10. ARTICLE 6, SECTION 1 – PERMANENT TRANSFER: (Effective 2/1/10)

Replace method of signing job postings with an internal job application on which employees state their qualifications for the position.

11. ARTICLE 19 – EDUCATION & TRAINING: (Effective 2/1/10)

Maximum reimbursement rate per bargaining unit member shall increase from \$250.00 to \$400.00 per fiscal year.

12. ARTICLE 12, SECTION 3 – COMPENSATORY TIME: (Effective 2/1/10)

Earned compensatory time will be paid at the employee's authorized regular rate of pay up to a maximum of eighty (80) hours.

13. ARTICLE 7, SECTION 1 – BEREAVEMENT TIME: (Effective 2/1/10)

- Aunt, Uncle, Niece, and Nephew: Employee will be entitled to use a maximum of one (1) work day with pay, not to be deducted from accumulated sick leave.

14. ARTICLE 20 – PARKING/TRANSPORTATION SUBSIDY: (Effective 2/1/10)

\$18.00 maximum cost for North Capitol Ramp. Item will reopen for discussion if North Capitol Ramp is sold.

15. “ME TOO” CLAUSE

For any lower healthcare premium share contribution and/or greater economic increases negotiated with the UAW Local 2256 City employees using base costs.