

AEU COMPREHENSIVE COUNTER PROPOSAL

April 18, 2013

Article 1 (Bargaining Unit) – As proposed by AEU on April 10.

Article 5 (New Employees) – AEU withdraws its proposal and agrees to status quo.

Article 6 (Probationary Period) – AEU withdraws its proposal and agrees to status quo.

Article 7 (Weekends days, in lieu days) – As proposed by AEU on March 21, 2013

Note: AEU cannot move on 7.11.1 through 7.11.5 until CSEA proposes some resolution to the workload problem; AEU cannot understand why CSEA rejects 7.11.6 when all it does is clarify ambiguous language – e.g., does “schedule” simply mean put it on a calendar (for use at some time in the future) or does it mean you have to “use” it (take the day off within the 90 days)?

Article 9 (Vacations) – A revised April 17 is attached.

AEU revises its proposal and agrees to status quo except that language will be added requiring CSEA to reimburse an employee for monetary losses that the employee incurs as a result of a vacation being cancelled by CSEA.

Article 10 (Leaves) – As proposed by AEU on March 21, 2013 except for agreed on changes to 10.4.2 and AEU’s April 17 proposal on 10.2.3

Donated Sick Leave continues to be a problem. AEU requests the denial letters for Susan Hea and Mark Moore.

Article 13 – (Salary) As proposed by AEU on March 21, 2013, except that a new section (Comp Time) is proposed and attached.

Article 15 – (Reclassifications) Status Quo except that the months will be changed (August will be changed to March, February to April, and November to June)

AEU is looking at your counter proposal regarding expedited arbitration but wants to first discuss how your proposal will or would have affected Hugo’s case.

Article 16 (Lay-off) – AEU agrees to CSEA’s counter proposal. (see attached language for proposed T.A.)

Article 17 (Discipline) – A revised Article 17 is attached.

Article 19 (Grievances) - A revised Article 19 is attached.

Note: The change to two months for initiating grievance is contingent on CSEA’s acceptance of a one-year “reach back” in Article 17 for discipline.

Article 22 (Insurance) -- As proposed by AEU on March 21, 2013

Article 23 (Retirement) -- As proposed by AEU on March 21

Article 26 (Transfers, etc.) – A revised Article 26 is attached

Article 27 (Term) – As proposed by AEU on March 21, 2013 (4 yrs), except to amend 27.1 to delete the reference to a mutual reopener tied to membership levels.

Article 28 (Rights of the Union) – A revised Article 28 is attached

Article 29 (Personnel Records) – A revised Article 29 is attached

Article 30 (Reimbursed Expenses, Vehicle Allowance) – No changes to AEU’s March 21 proposal.

Note: AEU wants uniform criteria to be mutually established for meal reimbursement and activity expense reporting.

Article 33 (Interns) – AEU withdraws its proposal; agrees to CSEA’s proposal except that AEU rejects the employer’s proposal for 33.1.5).

Article 35 (Workplace Bullying) – As proposed by AEU on March 28, 2013

Tentative agreements reached:

Articles 2, 3, 4, 8, 11,12, 14, 18, 20, 21, 24, 25, 31, 32, & 34

To be added 4/18: 5, 6, 16 and 33.