

Dan Clark

July 29, 2011

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7-29-11 (8)

Mayor Banning,

As you know, the Council did not approve of the IBEW contract at the council meeting last week. In an effort to reach an acceptable contract, we request that the following changes be made:

ARTICLE 1 Tenure

1.4 This Agreement may not be modified without the approval of the Troy City Council.

ARTICLE IX Annual Leave

9.1 Annual leave accrues beginning with date of employment at the following rate.

- 1 to 5 years – 6.67 hours per month – 10 days
- 5 to 10 years – 10 hours per month – 15 days
- 10 to 15 years – 12 hours per month – 18 days
- 15 to 20 years – 14 hours per month – 21 days
- Over 20 years – 16 hours per month – 24 days

These hours can only be accrued with respect to regular hours actually worked, not counting overtime. Accrued days must be used by each year's end.

ARTICLE X Sick Leave

10.1 Shall be accrued at the rate of 1 hour for every 40 hours worked. Employees may not accrue more than 96 hours of sick leave.

ARTICLE XI Insurance

11.1 Insurance premiums shall be paid at the rate of 80% City – 20% employee.

ARTICLE XIV Hours of Work

14.1 The Regular work week shall be Monday thru Friday, 8:00 a.m. to 5:00 p.m. with one hour for lunch. The starting time may be adjusted by mutual agreement in writing between the union and the City of Troy, subject to the consent of the City Council.

14.2 If called out to perform work beyond regular work hours, employees shall be paid only for time actually worked, plus 1 additional hour.

Wage Exhibit:

For fiscal year 2011-2012, wages for city employees may not be increased more than 1 ½ percent over and above their wages of the prior fiscal year.