

This is a complete list of changes to the A&R Contract, listed by article order.

- Durational Employees will become permanent after 6 months (Article 2).
- Arbitrators will have a shorter cancellation period (Article 5 sec. 9)
- Reinstatement from dismissal will allow for buy-back of vacation time (Article 15)
- Late arrival on a delayed opening of/after 11:00 will allow excess time to be made-up or charged to accruals.(Article 16 sec 6)
- Essential employees will get comp time plus their regular pay for hours worked during state closings/delays. (Article 16 new section)
- AWS schedules/offerings will no longer go to a facilitator but to (expedited) arbitration. (Article 16A sec. 1 and 3).
- Required attendance at meetings outside the employee's AWS schedule and/or the standard workweek will require 10 days notice or employee will be granted comp time. (Article 16A sec. 1)
- Non-AWS schedule accommodations under Individual Options can now be resolved by a Facilitator (Article 16 sec. 4)
- Maximum vacation accrual increases to 560 hrs rather than 480 (separation payout remains 480hrs). (Article 18 sec 2).
- Vacation/PL time will not be charged when the state closes (portion of day or full) unless employee has the full work week schedule off (Article 18 sec 3).
- Immediate family now includes mother/father in-law for purposes of bereavement. (Article 19 sec 3b)
- Funeral time expanded to include non-funeral memorial services (Article 19 sec 3d)
- Top Step Payment is now part of our annual wages and will be included in the calculations for promotions/demotions/bumping. Further, the TSP will now be calculated on the day it is applied (remember, we lost an arbitration on this, so now the calculation date is defined). (Article 24 sec 2)
- Wages:
 - July 1, 2018 employees will be eligible for a \$2,000 lump sum payment

OR

\$1,000 to be paid on/about July 1, 2018 + their Top Step Payment to be paid on their normal anniversary date.

- July 1, 2019: 3.5% GWI + Top Step Payment/Step Increase on normal anniversary date
- July 1, 2020: 3.5% GWI + Top Step Payment/Step Increase on normal anniversary date
- Longevity payments for April 2018 will be delayed to the final paycheck of July 2018
- Furlough Days: 11/24, 12/26, 12/27. The 24hrs of "furlough" will be deducted equally across all paychecks through June 30, 2018. An agency may change out a scheduled furlough day if necessary and the individual(s) would select another furlough day of their choice prior to July 1, 2018.
- Bilingual Stipend - A quarterly stipend of \$250 for assignment to bilingual services, which includes sign-language (Article 24 sec 15).

- Tuition Reimbursement: up to \$200,000 for 2016/17. \$200,000 for 2017/18 and 2018/19. \$225,000 2019/20 and 2020/21 (Article 24 sec 9)
- Safety Shoe allowance: increases to \$110 July 1, 2019.
- On-call pay: increases to \$1.50/\$2.50 non-holiday/holiday July 1 2019. (Article 24 sec 10)
- Home office premium increases to \$300 July 1, 2019. (Article 24 sec 11)
- Professional Development: \$120,000 2017/18 and 2018/19 then \$125,000 thereafter. (Article 31 sec 6).
- Employees increase to an allotment of \$600 per contract year and employees may access any unused allotment from the prior year to a maximum of \$1,200. (Article 31 sec 7)
- CLE requirement for attorneys can be attained under Professional Development Funds and Professional Development Leave. On-line CLEs may be conducted on state systems. Bar association dues can be covered under Professional Development as well. (Article 31 sec 8).
- Safety: Limit of 18hrs work in a day. (Article 33 sec 5)
- Military Leave is now no less than any State or Federal law provides (Article 38 sec 6)
- Telecommuting: A&R will begin negotiations relating to Telecommuting no later than October 2017.
- MOU VIII: eliminates the denial of “ww” credit if an employee does not arrive on time during weather delays.
- MOU X: A&R will have until March 31 to swap funds from Prof Development to Tuition Reimbursement
- MOU XIII: Codifies agreement that employees in training classes do not have to re-start their training period if they laterally displace another trainee.
- The 2002 Travel Policy agreement with DRS has been vacated and out-of-state travel will now include portal-to-portal travel time.
- The grievance arbitration panel will be filled (we currently are down to only 3 arbitrators on our panel of 7).
- Settlement of a dispute regarding the implementation date of wages in the 2011 A&R contract. As a result, all currently active A&R employees who were employed in A&R titles on 8/23/13 will receive a settlement of \$5. Those employees also eligible for a Top Step Payment either July 2013/January 2014 will receive an additional \$10 (for a total of \$15).
- Job Security: Employees impacted by programmatic changes/reorganizations will be offered placement in a comparable position. Refusal of a comparable position will set the A&R contractual bumping process into motion. Subsequently impacted employees will be offered comparable positions or A&R contractual bumping rights. (SEBAC 2017 agreement)
- FMLA for immediate family members may now be drawn from Sick Accruals (previously only vacation accruals could be used). This is in excess of the 5 days of Family Sick time already in our contract. (SEBAC 2017)
- FMLA for unpaid maternity, paternity or other child rearing leave for up to four months beyond the expiration of any leave otherwise due under FMLA (SEBAC 2017)