

***The Union accepts a change to Section 11.8 below:
The Union accepts a change to Section 11.11 below:***

ARTICLE 11: HOLIDAYS AND VACATIONS

Section 11.8. Full-time bargaining unit employees, after completion of one (1) year of service shall earn vacation credit according to the following schedule:

<u>After Years of Completed Service</u>	<u>Number of Vacation Weeks</u>
<u>180 Days</u>	<u>One (1) week (40) hours (plus new accumulation rate of 3.1 hours per bi-weekly pay period.)</u>
4	Two (2) weeks (80) hours
5	Three (3) weeks (computed on the basis of 40 additional hours plus new accumulation rate of 4.6 hours per bi-weekly pay period.)
10	Four (4) weeks (computed on the basis of 40 additional hours plus new accumulation rate of 6.2 hours bi-weekly pay period.)
15	Five (5) weeks (computed on the basis of 40 additional hours plus new accumulation rate of 7.7 hours per bi-weekly pay period.)

The Union accepts a change to Section 11.11 below:

Section 11.11. Vacation Leave may be taken in increments of one (1) hour or more during a regularly scheduled work day. Advance approval as required elsewhere in this Agreement of the immediate Supervisor is required in order to accommodate work scheduling or transportation to or from a work site. Employees may accumulate no more than three (3) years of Vacation Leave carry-over, which shall be paid to the employee upon retirement, resignation, termination, or to the employee's estate in the event of death along with any Vacation Leave earned for the year immediately preceding at the then current rate

AFSCME Local #: 1032-2 C&T

Date Proposed: 06 . 12 . 24

of pay. However, an employee who terminates for any reason with less than one (1) year of service (including any prior service) shall not be entitled to payment of vacation accumulation.

FOR THE EMPLOYER:

[Signature]
Man J. Ewan
[Signature]

6 / 12 / 24
Date

FOR THE UNION:

Brandon Bilge
[Signature]
[Signature]
[Signature]

6 / 12 / 24
Date

The Union proposes a change to Section 14.2 below:

ARTICLE 14: SENIORITY

Section 14.2. Posting of Seniority List. A seniority list shall be posted within thirty (30) days from the signing of this Agreement and to be kept current by the Engineer and ~~on/or about April 1 of each year of this Agreement.~~ In addition, the Employer will post a classification seniority list that will only be used to select shift assignments. ~~A copy of both will be forwarded to the Local President.~~ **The Employer shall provide the Union Local 1032 President and Ohio Council 8 with a list of the name, address, phone number, classification, seniority date, and dues-paying status of each bargaining unit employee quarterly. The list will be provided in an electronic format agreeable between the parties.**

FOR THE EMPLOYER:

Ben [Signature]
Manuel Evans
[Signature]

6, 12, 24
Date

FOR THE UNION:

Brandon Bidez
[Signature]
[Signature]
[Signature]


6, 12, 24
Date

The Union proposes a change to Section 17.4 below:

ARTICLE 17: HOSPITALIZATION & LIFE INSURANCE BENEFITS





Section 17.4. Effective January 1, 2025, The Employer agrees to contribute to the Ohio AFSCME Care Plan, for the purpose of providing various benefits to all full-time bargaining unit employees in accordance with the Rules and Regulations of the Fund and all applicable federal and state laws. Effective the first month following signing of this Agreement, contributions shall be made monthly at the rate of ~~forty~~ **fifty-three** dollars and seventy-five cents (~~\$53.75~~ **48.75**) per month for each bargaining unit employee. For purposes of itemization only, the ~~\$53.75~~ **48.75** reflects the cost of Life Insurance I (\$7.50), Vision I (\$6.75), Hearing Aid Benefits (\$0.50), **Legal (\$5.00)**, and Dental IIA (\$34.00). This itemization is for informational purposes only and the Employer only agrees to the contribution amount and does not guarantee the allocation of the costs.

FOR THE EMPLOYER:


Manuel Evans
Ball

6 / 12 / 24
Date

FOR THE UNION:

6 / 12 / 24
Date

The Union accepts a change to Section 18.1 below:

ARTICLE 18 - RATES OF PAY

Section 18.1.

A. Base rates for all classifications shall be calculated at 95% of the Post-Probationary Rate.


~~B. There shall be no general wage increase for the first year of the Agreement.~~
All bargaining unit classifications shall receive the following across-the-board wage increases:

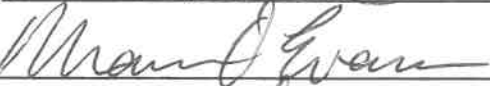
Effective 04/01/2024	Effective 04/01/2025	Effective 04/01/2026
3.5%	3.0%	2.5%


C. Survey Coordinators will receive an additional \$0.46 per hour increase for receiving certification as a registered surveyor.

~~There shall be a wage reopener for years 2 (April 1, 2022) and 3 (April 1, 2023) of this Agreement.~~

FOR THE EMPLOYER:

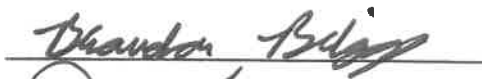





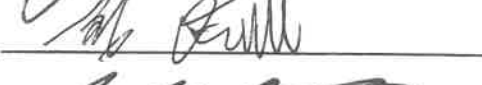



6, 12, 24
Date

FOR THE UNION:









6, 12, 24
Date

The Union proposes a change to Section 29 below:

ARTICLE 29 - UNIFORMS, EQUIPMENT AND DRESS

The Engineer's employees who are required to perform field work or wear safety footwear, will annually have an allowance not to exceed two hundred ~~200.00~~ **fifty** dollars (**\$250.00**) for the purchase of work shoes, or boots, **insoles, and/or laces** that are appropriate for the tasks performed by the employee, subject to the following conditions:

- A. Footwear must be appropriate for an employee's primary assigned task.
- B. Replacement footwear, not to exceed one pair of boots per year, will only be provided when an employee's existing boots are worn beyond normal wear and tear, cut, torn, are non-repairable or contaminated.
- C. The Footwear Authorization form must be signed, dated, issued and logged by the Safety Manager prior to an employee's purchase of initial or replacement footwear.
- D. After an employee has received his/her new pair of shoes, the old pair must be turned into the Safety Manager.
- E. Footwear may be purchased through any vendor on the list of vendors approved by the Director of Public Service.

FOR THE EMPLOYER:

B. K. [Signature]
Mani Ewen
[Signature]

6 / 12 / 24
Date

FOR THE UNION:

Quanda [Signature]
[Signature]
[Signature]
[Signature]

6 / 12 / 24
Date

The Union proposes the addition of the Memorandum of Understanding below:

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into by the County of Summit, for the Summit County Engineer (hereinafter referred to as the "Employer") and Local 1032 (Clerical and Technical Chapter), and Ohio Council 8, both of the American Federation of State, County, and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union").


Acknowledging the continued service of the employees in the current economic environment, and in an effort to retain those employees, the Employer and the Union hereby agree to the following:

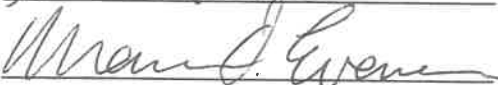
- 1) Effective April 1, 2025, the following classifications shall receive the corresponding market adjustment wage increases prior to any across-the-board wage increases:


Inspector III \$0.25

Surveying Coordinator \$0.25

FOR THE EMPLOYER:

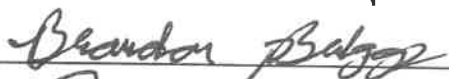









6, 12, 24
Date

FOR THE UNION:









6, 12, 24
Date