

CHANGES TO AGREEMENT

Article 7	Seniority and Layoffs	Added to 7.3: <i>For the purposes of the 24 hour per day schedule for Resident Assistants at Mountain View Manor, full-time RA's, in order of seniority, will be scheduled first; part-time RA's, in order of seniority, will be scheduled next.</i>	Agreed to 5/1/2017
Article 8	Discipline, Discharge and Resignation	Added 8.4: <i>An employee who quits voluntarily may be interviewed by human resources.</i>	Agreed to 5/2/2017
Article 10	Classification of Employees	Added to 10.1: <i>Where the work is assigned on an as-needed basis. The employee will not have regularly scheduled hours of work and will only be called to fill in vacant shifts after those shifts have been offered to permanent part-time employees, except that the Borough may limit its overtime liability.</i>	Agreed to 5/1/2017
Article 10	Classification of Employees	Added 10:3: <i>The parties recognize that encouraging High School students to establish a good work ethic and gain experience in the "real world" working environment is in the best interests of both the Association and the Borough as well as the citizens of Petersburg. It is for that reason that the parties agree that positions within the employment of the Borough that are established with the stated intent of providing work experience and opportunity for High School students will be excluded from the Bargaining Unit. Those positions will not be filled by other than High School students except by mutual agreement of the parties. The positions are: Lifeguard I; Water/Waste Water Aide; and Library Page. From time to time it may be appropriate to consider other positions similarly situated, but no additional position will be filled as outlined above without mutual agreement of the parties. Either party may cancel this Student Work agreement with 120 days' notice.</i>	Agreed to 5/1/2017
Article 10	Classification of Employees	Added to 10.4: <i>extension of probationary period to six months beyond police academy and completion of a departmental approved field training program and evaluation.</i>	Agreed to 5/1/2017
Article 13	Holidays	Added to 13.3: <i>Work performed on a holiday by a permanent on-call employee shall be compensated at the overtime rate only.</i>	Agreed to 2/21/2018
Article 13	Holidays	Added to 13.5: <i>Permanent on-call employees are not eligible for holiday pay unless the employee works any time during the week of the holiday.</i>	Agreed to 2/21/2018
Article 14	Working Hours and Overtime Compensation	Changed language in 14.10 : <i>The Manager may declare an alternate workweek for Police Officers and Dispatcher/Corrections Officers. This alternate workweek may be either 5 workdays of 8 hours per day or 4 workdays of 10 hours per day. If, due to staffing needs, it is determined that an alternate work schedule is more effective, the Borough will notify the Union to negotiate these terms, with negotiations to last no longer than 2 weeks from the date of the notification. After the 2 weeks, the Borough may implement the proposed schedule.</i>	Agreed to 2/21/2018

Article 16	General Working Rules	Added 16.17: <i>All travel time will be compensated at the employee's regular hourly rate of pay regardless of whether it exceeds 8 hours in a day or makes the employee's weekly hours exceed 40, unless otherwise required by law.</i>	Agreed to 2/21/2018
Article 17	Group Insurance and Retirement Benefits	Employees will have free use of the P&R facilities.	Agreed to 2/21/2018
Article 18	Wages	Added to 18.4: <i>If an employee believes that the employee is actually working in a higher classification without a written assignment to do so, the employee may write a memo to the employee's supervisor, with a copy to the Borough Clerk, so stating. Then the Borough will do one of the following: 1) make the assignment in writing; 2) take away the duties from the employee; or 3) explain why the employee is not working outside the employee's job description.</i>	Agreed to 2/21/2018
Appendix A	Parks & Recreation Facility Specialist Wage Increase	Effective July 1, 2017, the Employer will increase Step C by \$.50 per hour for Facility Specialists at the P&R Department.	Agreed to 2/21/2018
Appendix A	Parks & Recreation Custodian Position	Effective July 1, 2017, the Employer will add the position of P&R Custodian to the wage matrix at the same pay rate as Facility Attendant, Lifeguard II, and Parks Assistant positions.	Agreed to 2/21/2018
Appendix A	MVM Resident Assistants Wage Increase	Effective July 1, 2017, the Employer will increase Step C by \$1.00 per hour for Resident Assistants at MVM.	Agreed to 2/21/2018
Appendix A	Police Officer Wage Increase	Effective July 1, 2017, the Employer will increase Step G by \$1.00 per hour and Step H by \$1.50 per hour for Police Officer II, Sergeant, and Captain positions.	Agreed to 2/21/2018
Appendix A	Wage Increase	Effective July 1, 2017, the Employer will increase Step C by 2% for all departments. For the fiscal year beginning July 1, 2018, there will be no wage increase. For July 1, 2019, there will be an across the board wage only reopener with negotiations to commence per the procedure in Article 21.	Agreed to 2/21/2018