

**SUMMARY OF 2015 TENTATIVE AGREEMENT BETWEEN
THE CITY OF ROCHESTER HILLS AND
THE MICHIGAN ASSOCIATION OF FIRE FIGHTERS**

The parties' collective bargaining agreement will be in effect from the date of full ratification by both parties of the Tentative Settlement Agreement through December 31, 2018. Contract article, agreement date, source and/or highlights of contract provisions are ***bolded and italicized***.

AGREEMENT – Tentatively Agreed to January 9, 2015

- ***Modified from current IAFF contract provisions***

PURPOSE AND INTENT– Tentatively Agreed to January 9, 2015

- ***Consistent with IAFF contract provisions***

ART 1: MANAGEMENT RIGHTS – Tentatively Agreed to January 9, 2015

- ***Consistent with IAFF contract provisions***

ART 2: RECOGNITION– Tentatively Agreed to January 9, 2015

- ***Language modified from current MAFF contract provisions***

ART 3: AID TO OTHER UNIONS – Tentatively Agreed to January 9, 2015

- ***City proposal language***

ART 4: UNION SECURITY – Tentatively Agreed to January 9, 2015

- ***Union Shop provision; bargaining unit is exempt from Mich Right to Work Law***

ART 5: UNION DUES – Tentatively Agreed to January 9, 2015

- ***City proposal language***

ART 6: UNION REPRESENTATION– Tentatively Agreed to January 9, 2015

- ***Language modified from current MAFF contract provisions***

ART 7: SPECIAL CONFERENCES– Tentatively Agreed to January 9, 2015

- ***Consistent with IAFF contract provisions***

ART 8: DISCIPLINE AND DISCHARGE– Tentatively Agreed to January 9, 2015 and May 21, 2015

- ***Modified from current IAFF contract provisions***

ART 9: GRIEVANCE PROCEDURE– Tentatively Agreed to January 9, 2015

- ***Consistent with IAFF contract provisions***

ART 10: SENIORITY AND PROBATION– Tentatively Agreed to February 4, 2015

- ***Language modified from current MAFF contract provisions***

ART 11: LOSS OF SENIORITY– Tentatively Agreed to February 4, 2015

- ***Language modified from current MAFF contract provisions***

ART 12: WORK SCHEDULES– Tentatively Agreed to May 5, 2015

- *Establishes work schedules, shift selection, maximum work hours and minimum training hours*

ART 13: LAY OFF/RECALL– Tentatively Agreed to February 4, 2015

- *Language modified from current MAFF contract provisions*

ART 14: RULES AND REGULATIONS– Tentatively Agreed to May 5, 2015

- *Language from current MAFF contract provisions*

ART 15: VETERANS AND MILITARY LEAVE– Tentatively Agreed to February 4, 2015

- *Modified from current IAFF contract provisions*

ART 16: LEAVES– Tentatively Agreed to May 5, 2015

- *Provisions for jury duty, court appearances and personal leave*

ART 17: ANTI-DISCRIMINATION/CONFORMITY TO LAW– Tentatively Agreed to May, 2015

- *Language from current IAFF contract provisions*

ART 18: SUBCONTRACTING – Tentatively Agreed to May 21, 2015

- *Language from current MAFF contract provisions*

ART 19: APPLICATION FOR VACANT FULL-TIME POSITION – Tentatively Agreed to May 21, 2015

- *Requirements for consideration as a candidate for full time Fire Fighter/Paramedic*

ART 20: HOLIDAY PAY– Tentatively Agreed to April 14, 2015

- *1 ½ x pay for specified holidays, including Easter and excluding MLK Day.*

ART 21: OPEN

ART 22: UNIFORMS AND EQUIPMENT– Tentatively Agreed to February 4, 2015

- *Language modified from current IAFF contract provisions*

ART 23: NEW OR CHANGED JOBS– Tentatively Agreed to February 4, 2015

- *Language modified from current MAFF contract provisions*

ART 24: BULLETIN BOARDS, MEETINGS& STATION TOURS– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 25: RETURN TO WORK– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 26: EMPLOYEE INFORMATION– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 27: EDUCATION/TRAINING REFUND– Tentatively Agreed to February 4, 2015

- *Employees hired after ratification are ineligible for Tuition Reimbursement Program.*

ART 28: MAINTENANCE OF STANDARDS– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 29: NO-STRIKE/NO-LOCKOUT– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 30: GROOMING POLICY– Tentatively Agreed to February 4, 2015

- *Consistency with IAFF provisions to be established.*

ART 31: BENEFITS– Tentatively Agreed to February 4, 2015

- *401a Pension eligibility limited to employees hired prior to contract ratification.*

ART 32: PERSONAL PROPERTY REPLACEMENT– Tentatively Agreed to May 21, 2015

- *Language consistent with IAFF contract provisions*

ART 33: WAGES – Tentatively Agreed to May 5, 2015

- *Wages retroactive six months prior to ratification. Three step scale established for Part-Time and Reserve Part-Time Fire Fighter/EMTs. 1.5% general adjustments for 2016, 2017 & 2018. See attached Article 33.*

ART 34: EMERGENCY CALLBACK PAY– Tentatively Agreed to February 4, 2015

- *Part-Time Fire Fighter/EMTs receive 2-hour call back minimum, with subsequent 15 minute increments; POCs receive minimum 1-hour call back pay.*

ART 35: OPEN

ART 36: SAVINGS AND SEPARABILITY– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 37: ZIPPER CLAUSE– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

ART 38: RATIFICATION/TERMINATION– Tentatively Agreed to February 4, 2015

- *Language consistent with IAFF contract provisions*

APPENDIX A PHYSICAL FITNESS– Tentatively Agreed to May 21, 2015

- *Language consistent with IAFF contract provisions*

APPENDIX B DRUG TESTING POLICY– Tentatively Agreed to May 21, 2015

- *Language consistent with IAFF contract provisions*

Wage Scale Comparison

The contract includes a Paid-on-Call wage scale which will be used until the City moves to the Part-Time model.

Paid-on-Call Pay Scale

| <u>Service</u> | Old Wages (1/1/14) | 2015* | 2016 | 2017 | 2018 |
|----------------|-----------------------|---------|---------|---------|---------|
| | | 1.5% | 1.5% | 1.5% | 1.5% |
| EMT only | 13.51 | \$13.71 | \$13.92 | \$14.13 | \$14.34 |
| FF only | 13.51 | \$13.71 | \$13.92 | \$14.13 | \$14.34 |
| FF/EMT | 14.03 | \$14.25 | \$14.46 | \$14.68 | \$14.90 |
| Lieutenant | 15.10 | \$15.32 | \$15.55 | \$15.78 | \$16.02 |
| Captain | 16.22 | \$16.46 | \$16.71 | \$16.96 | \$17.21 |

*2015 wages shall be retroactive to six (6) months prior to ratification by both parties.

If the City were to go to Part-Time operations, the following wage scale would be in place:

Part- Time FF/EMT Roster Pay Scale

| <u>Service</u> | 2015 | 2016 | 2017 | 2018 |
|----------------|---------|---------|---------|---------|
| | | 1.5% | 1.5% | 1.5% |
| 0-96 Months | \$14.50 | \$14.72 | \$14.94 | \$15.16 |
| 96-192 Months | \$15.25 | \$15.48 | \$15.71 | \$15.95 |
| 192 + Months | \$16.00 | \$16.24 | \$16.48 | \$16.73 |

Reserve Fire Fighter Pay Scale

| <u>Service</u> | 2015 | 2016 | 2017 | 2018 |
|----------------|---------|---------|---------|---------|
| | | 1.5% | 1.5% | 1.5% |
| EMT only | \$13.71 | \$13.92 | \$14.13 | \$14.34 |
| FF only | \$13.71 | \$13.92 | \$14.13 | \$14.34 |
| FF/EMT | \$14.25 | \$14.46 | \$14.68 | \$14.90 |