

AGREEMENT

The City of Dayton, Ohio



and

**Dayton Building &
Construction Trades Council**



**Effective November 1, 2021
Through October 31, 2023**

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ARTICLE 1 PURPOSE

This Agreement is by and between the City of Dayton, hereinafter referred to as the "City" or "Management" and the Dayton Building and Construction Trades Council of Dayton, Ohio, hereinafter referred to as the "Council."

This Agreement is made under the circumstances that the implementation of the portions of this Agreement regarding wages and fringe benefits are subject to enactment into the appropriate ordinance by the City Commission pursuant to the City Charter. This Agreement fulfills the mutual obligation of the parties pursuant to Chapter 4117 of the Ohio Revised Code.

ARTICLE 2 MANAGEMENT'S RIGHTS

Management has the right and responsibility to:

1. Determine matters of inherent managerial policy which include, but are not limited to the areas of discretion or policy such as functions and programs of the public employer, standards of services, its overall budget, utilization of technology, and organizational structure;
2. Direct, supervise, evaluate, or hire employees;
3. Maintain and improve the efficiency and effectiveness of governmental operations;
4. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
5. Suspend, discipline, demote or discharge for just cause or lay-off, transfer, assign, schedule, promote, or retain employees;
6. Determine the adequacy of the work force;
7. Determine the overall mission of the employer as a unit of government;
8. Effectively manage the work force;
9. Take actions to carry out the mission of the public employer as a governmental unit.

ARTICLE 3 COOPERATION

Management and the Council shall work together in the interest of maintaining and improving efficiency in all Management operations, the conservation of material, supplies, equipment, the improvement in the quality of workmanship and service, and the correction of conditions making for misunderstandings.

ARTICLE 4 NON-DISCRIMINATION

Section 1. Non-Discrimination

The parties hereto agree that neither Management nor the Council shall discriminate against an employee because of their membership or non-membership in the Union or their participation in activities prescribed herein.

Section 2. Cooperation

Management, the Council, and each employee covered herein will cooperate fully to comply with all applicable laws, charter, constitutional provisions, and ordinances, forbid discrimination with respect to all aspects of employment because of race, religion, color, sex, age, national origin, ethnic heritage, political affiliation or disability; except where there is a bona fide occupational qualification.

ARTICLE 5 RECOGNITION OF UNION

Section 1. Bargaining Rights

The Council has sole and exclusive bargaining rights under this Agreement on the following subjects:

- A. Wages
- B. Hours
- C. Fringe Benefits
- D. Working Conditions

Section 2. Unit Defined

The bargaining unit shall consist of all employees assigned to classifications listed below who have completed their initial probationary period in the classified service of the City of Dayton and who are not otherwise excluded by provisions of Section 4117 of the Ohio Revised Code.

Plumber
Lead Plumber
Electronic Communications Electrician
Construction Electrician
Traffic Signal Electrician
Electronic Electrician
Lead Electronic Electrician
Lead Construction Electrician

Section 3. Exclusions

All employees whose classification is not listed in Section 2 shall be excluded from the bargaining unit.

In addition, the following groups of employees are excluded from the bargaining unit:

- A. Those classes which on the effective date of this Agreement are represented by other established bargaining agents.
- B. New employees during the first six (6) months of their probationary period, however, any new employee shall be permitted dues deductions after thirty (30) days of employment.
- C. Temporary, seasonal and part-time employees other than regular part-time employees. For purposes of this section, regular part-time employees shall be defined as employees who are scheduled to work an average of less than thirty-five (35) hours per week.
- D. Professional classes. (Unless specifically included above).

- E. Individuals in the City Manager's Office, Human Resources Department and Office of the City Commission, including its various boards and commissions.
- F. Supervisory and office clerical classes.

Section 4. "Employee" Defined

The term "employee" or "employees" as used in this Agreement shall refer to those persons included in the bargaining unit.

Section 5. Dues Deduction

The present plan of voluntary dues deduction will continue in effect.

Section 6. Authorization

Management will deduct from the wages and turn over to the proper officers of the Council the regular monthly Union dues of such employees in the classifications listed in Section 2 who shall individually and voluntarily certify in writing that they authorize such deductions. If the employee voluntarily directs, this authorization and assignment shall be automatically renewed and shall be valid for successive periods of one (1) year unless written notice to revoke such authorization is given by the employee to Management and the Union officers. Should the provisions herein above under the present or future laws of the State of Ohio be determined illegal, the obligation on behalf of Management herein shall terminate. The authorization herein above mentioned shall specifically require the employee to agree to hold Management harmless for any payments made during the term of the voluntary assignment.

Section 7. Bargaining Committee

The bargaining committee of the Council will consist of not more than four (4) City employee representatives. The Representatives shall consist of the Electricians' Steward, the Plumber's Steward, and two (2) City employees designated by the bargaining unit. A replacement or alternate may be designated by the committee member when it is known before the meeting that the committee member will be absent or unavailable. Additional employee representatives may be released with the approval of their Department Director. The Council will furnish the Human Resources Director ("HR Director") with a written list of the Council's bargaining committee and alternates prior to the first bargaining meeting, and substitution changes thereto, if necessary.

Section 8. Labor-Management Meetings

Labor-Management meetings are held to discuss matters of mutual interest relating to employees covered by this Agreement. The Council or Management may request a Labor-Management meeting by submitting to the Department of Human Resources ("HR") a written request, which includes the issues to be discussed.

HR will schedule the meeting within twenty (20) workdays with the appropriate individuals. If a written reply to issues raised at the meeting is requested by either party, the reply shall be provided within ten (10) workdays.

Section 9. Representation

At any time Management conducts a disciplinary meeting with an employee for the purpose of determining whether or not the employee has committed an infraction which could result in disciplinary action of record (reprimand, suspension, or dismissal), the employee will be entitled to have a Steward present. The right to Steward representation is contingent upon the employee's requesting such representation and is limited to those situations in which the employee reasonably believes the investigation may result in disciplinary action.

Disciplinary charges will be sent to the Council prior to the departmental hearing. A copy of written reprimands must be sent to the Council by the supervisor. Disciplinary action will not be removed on the grounds that the Council was not provided proper notification by Management.

An employee is also entitled to have Steward representation at grievance meetings as provided in the Grievance and Arbitration Procedure, Article 19, of this Agreement. Stewards involved will be permitted reasonable time to investigate and process grievances.

The Steward may be released with the approval of the HR Director, or their designees to participate in resolving problems that arise with respect to the interpretation and administration of the Agreement.

Any time a Steward is released by their supervisor for the above stated reasons, the Steward must inform their supervisor or HR of the employee's name and location.

Union business, other than that stated above, shall not be conducted by Stewards on City time, nor shall it, in fact, interfere with the work assignment of the Steward involved or the City work assignment of other employees.

The Chief Steward will be permitted to appoint an employee to fulfill steward responsibilities, and in the absence of the Chief Steward or at times when the Chief Steward must delegate authority, the Steward will be permitted ample time to participate in the Union activities or City business when so authorized by the Chief Steward pursuant to the provisions of this article.

Section 10. Telephone Use

Two representatives of the bargaining unit may use City telephones to make local calls regarding official union business.

Section 11. Personnel Policies

Management shall notify the Council of changes to the City's Personnel Policies and Procedures Manual that affect employees in the bargaining unit. Personnel Policies shall not be applied to employees covered herein to conflict with the terms of this Agreement.

ARTICLE 6 WAGES

Section 1. Rates

The rates in the wage addendum will be computed as follows:

Effective Date

January 1, 2021	2% base wage increase
January 1, 2022	2% base wage increase
January 1, 2023	2% base wage increase

During this contract, employees will still progress through their contractual steps.

If Management accepts a negotiated wage offer or any other new monetary incentive (i.e., signing bonus, etc.), a fact-finder's award, a conciliator's award, or is compelled to pay by operation of law, a wage increase for the 2020-2021 wage rates during the Fraternal Order of Police or the International Association of Firefighters successor contract negotiations, or offers to City non-represented employees a wage rate that is greater than the wage rate negotiated with the Council, Management will provide this wage offer or any other new monetary incentive to the Council at the conclusion of the successor contract negotiations with the Fraternal Order of Police or the International Association of Firefighters. The increased wage rate or any other new monetary incentive will become effective January 1 of the relevant year.

Section 2. American Rescue Plan Lump Sum Payment

On or about July 1, 2021, or the first pay period after July 1, 2021, all employees in the bargaining unit, who were hired on or before May 1, 2021, and who are on payroll as July 1, 2021, shall receive a one-time American Rescue Plan Lump Sum Payment equal to two thousand (\$2,000.00) dollars. The lump-sum payment is not considered a percent of pay and will not be pensionable by the Ohio Public Employees Retirement System.

On or about January 31, 2022, or the first pay period after January 31, 2022, all employees in the bargaining unit, who were hired on or before January 1, 2022, and who are on payroll as January 31, 2022, shall receive a one-time American Rescue Plan Lump Sum Payment equal to one thousand four (\$1,400.00) dollars. The lump-sum payment is not considered a percent of pay and will not be pensionable by the Ohio Public Employees Retirement System.

On or about January 31, 2023, or the first pay period after January 31, 2023, all employees in the bargaining unit, who were hired on or before January 1, 2023, and who are on payroll as January 31, 2023, shall receive a one-time American Rescue Plan Lump Sum Payment equal to one thousand three (\$1,300.00) dollars. The lump-sum payment is not considered a percent of pay and will not be pensionable by the Ohio Public Employees Retirement System.

Section 3. Meal Allowance

Management will reimburse employees for a meal after ten (10) consecutive hours of work if scheduled for a minimum of twelve (12) consecutive hours. Thereafter, employees will receive a meal allowance at four (4) hour intervals. In case of call-in, meals will be reimbursed after the fourth (4th) hour and at four (4) hour intervals thereafter. Meal allowance will not be paid for an employee's regular lunch period. Whenever practicable and while on City time, employees shall be given a fifteen (15) minute period in accordance with scheduling requirements for the purpose of eating during each of the above periods. Reimbursement shall be at the rate of five dollars (\$5.00) per meal.

Section 4. Shift Differential

- A. For 2021, a differential in pay will be accorded to employees who are regularly assigned to work on the second or third shift. The amount of shift differential shall be forty cents (\$0.40) per hour for all hours worked for employees on the second shift and forty-five cents (\$0.45) for all hours worked for employees on the third shift.
 - B. For 2022, a differential in pay will be accorded to employees who are regularly assigned to work on the second or third shift. The amount of shift differential shall be fifty cents (\$0.50) per hour for all hours worked for employees on the second shift and fifty-five cents (\$0.55) for all hours worked for employees on the third shift.
 - C. For 2023, the amount of shift differential shall be sixty-five cents (\$0.65) per hour for all hours worked for employees on the second shift and for all hours worked for employees on the third shift.
 - D. For shift differential purposes, second shift will be considered any work assignment that is assigned to start work after 4 p.m., or any shift which works the majority of its regularly assigned eight work hours after 4 p.m. Third shift will be considered any work assignment that is assigned to start work after 12 a.m., or any shift which works the majority of its regularly assigned eight work hours after 12 a.m.
- B. For the purpose of vacation, holiday with pay, sick leave, funeral leave and short-term military leave, shift differential is considered as regular pay.
 - C. The shift differential will be treated as part of the basic rate for computation of overtime as required by the Fair Labor Standards Act.

Section 5. Standby Pay

Employees will be paid for their continuous availability in the event they are needed for emergency maintenance or repair work.

- A. Employees on standby will be compensated for each twenty-four (24) hour period in four (4) six (6) hour blocks of time. Each employee on standby will be paid one (1) hour of straight time pay for each six (6) hour block of time on standby.
- B. An employee who is called to work, having been on standby, shall be paid time and one-half for all hours worked. An employee who is called to work while on standby will not receive standby pay for the six (6) hour block of time that the employee was called into work, but the employee will receive payment for all other time spent on standby in accordance with A above.
- C. Determination of need for "standby" shall be made by supervisory personnel. Supervisory personnel in each division will establish the appropriate six (6) hour periods, and post the list of time blocks.

ARTICLE 7 HOURS OF WORK AND OVERTIME

Section 1. Schedule of Hours

The normal schedule of hours for employees in the bargaining unit shall consist of eight (8) consecutive hours per day, five (5) consecutive days per week, Monday through Friday, unless waived by the employee.

The normal schedule of hours for employees entering the bargaining unit after June 1, 1987 shall consist of eight (8) consecutive hours per day, five (5) consecutive days per week.

Section 2. Pay for Overtime

The City will pay overtime at the rate of time and one-half for all hours worked over eight (8) on any day or for all hours worked over forty (40) in any one work week.

The City shall endeavor to pay overtime no later than the second pay day following the week in which overtime hours were worked.

Section 3. Call-In Pay

Call-in pay is payment for work performed by an employee who has been recalled to work at a time disconnected with their normal workday.

Work done in this manner shall be compensated at a minimum of three (3) hours pay (two (2) hours at a pay rate of time and one-half).

Section 4. Pyramiding

There shall be no pyramiding of overtime for the same hours worked.

Section 5. Compensatory Time

At the time overtime is worked by an employee, the employee has the option to request either the overtime compensation or compensatory time. Compensatory time off in lieu of any overtime pay shall be accrued at the option of the employee, up to the contractual maximum. Compensatory time off shall be accrued on the basis of time and one-half for actual overtime hours worked and may not be accumulated in excess of eighty (80) hours. No accumulation or usage of compensatory time within a given year in excess of eighty (80) hours will be allowed. Any overtime worked when the employee is at the compensatory accrual maximum will be paid at the normal overtime rate.

An employee requesting to use accrued compensatory time must submit their written request to supervision at least twenty-four (24) hours prior to commencement of such leave. This 24-hour time-limit may be waived by the Division Manager. Where the 24-hour time-limit has been waived, the request and response shall be verbal. Management may deny the compensatory time off request, if it creates scheduling or overtime issues

within the division. If Management denies the compensatory time off request, the employee may elect to cancel the request and the compensatory time will be added back to the employee's compensatory time balance, or the employee may receive payment for the denied compensatory time off request. Compensatory time off may be taken in units of not less than one tenth of one-hour (0.1) or six (6) minute increments.

ARTICLE 8 HOLIDAYS

Section 1. Designated Holidays

The following are designated as holidays off with pay: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day (Last Monday in May), Juneteenth National Independence Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day, and a Building Trades Worker Memorial Day.

Section 2. Building Trades Worker Memorial Day

An employee shall be granted one (1) Building Trades Worker Memorial Day per calendar year. The Building Trades Worker Memorial Day is a complete workday and shall be taken by the employee by December 31st of the calendar year in which granted under this section at a time mutually agreed upon by the employee and their supervisor. The Building Trades Worker Memorial Day shall not be cumulative or converted to cash payment. A Building Trades Worker Memorial Day must be requested no less than twenty-four (24) hours prior to taking such leave. The Division Manager may waive the twenty-four (24) hour request notice.

Section 3. Day Before and Day After

In order for an employee to receive their regular pay for the holiday, they must work their regular scheduled day before and their regular scheduled day after a holiday. Employees who are docked because of tardiness (less than thirty (30) minutes) the day preceding or after a holiday shall not lose holiday pay. Employees on vacation, sick leave, injury leave or on a leave of absence with pay shall be considered as working their regular schedule for pay purposes. Employees who are absent without leave (AWOL) or on unpaid leave before or after a holiday shall not be paid for that holiday.

Section 4. Holiday Falls on Weekend

If the holiday falls on a Saturday, the preceding Friday will be observed as a holiday. In the event that a holiday falls on a Sunday, the following Monday shall be observed as a holiday. For the purpose of this Agreement, if an employee works other than a Monday through Friday schedule, their first day off shall be their Saturday and their second day off shall be their Sunday.

Section 5. Pay for Holidays

Employees who are not scheduled to work on a holiday designated herein shall be paid eight (8) hour's work at applicable straight time. Employees receiving night shift differential shall have their night shift differential included in their regular pay for purposes of holiday pay. Employees who work on either the actual holiday under Section 1 above or the observed holiday under Section 3 above shall be paid eight (8) hours pay plus time and one-half for hours worked on either the actual or observed holiday, but not both.

Section 6. Personal Leave Day

An employee shall be granted three (3) personal leave days per calendar year if continuously employed for at least six (6) months prior to taking such leave. The personal leave days shall be taken by the employee during the calendar year in which granted under this section, at a time mutually agreed upon by the employee and their supervisor. In cases of personal emergency, the employee may take no less than one (1) hour increments without twenty-four (24) hour notice. Examples of personal emergencies are sudden family illness or injury or transportation problems. The personal leave days shall not be cumulative or converted to cash payment. The personal leave days, except in the instance of personal emergency as described above, must be requested no less than twenty-four (24) hours prior to taking such leave. Employees successfully completing their initial probationary period prior to April 1 of any calendar year shall be permitted to utilize three (3) personal leave days. Employees successfully completing their initial probationary period prior to July 1 and October 1 of any calendar year shall be permitted to utilize two (2) and one (1) personal leave, days respectively. Except for personal emergencies as described above, these one (1) personal leave hour increments shall not be used to cover tardiness situations.

ARTICLE 9 VACATION

Section 1. Vacation Accrual

Employees will earn vacation leave at the rate of eight (8) hours of leave for each completed month of service.

No employee may use their accrued hourly vacation credits until after they have been employed with the City for six (6) months.

Section 2. Supplementary Accrual

In addition to the mentioned above, employees with consecutive years of service or those who have been reinstated within one (1) year from date of resignation will earn supplementary hours on the following schedule:

- After 4 years – 16 supplementary hourly credits annually
- After 8 years – 24 supplementary hourly credits annually
- After 12 years – 48 supplementary hourly credits annually
- After 16 years – 64 supplementary hourly credits annually
- After 20 years – 80 supplementary hourly credits annually

Section 3. Maximum Vacation Credits

The maximum number of hourly vacation credits that may be used during any vacation year is two hundred forty (240). The maximum number of hourly credits that may be carried over from year to year is two hundred forty (240).

Section 4. Two Hundred Forty (240) Hourly Vacation Credits

Vacation hourly credits in excess of two hundred forty (240) hours shall be reduced to two hundred forty (240) at the end of the year. Any hourly vacation credits that have been denied by Management and cannot be rescheduled in the vacation year due to scheduling requirements shall be paid in cash as soon as possible after the first of January.

Section 5. Complete Month

An employee shall be credited with a complete month of service if they work or are on paid leave one-half (1/2) or more of their scheduled workdays in any one (1) month.

Section 6. Vacation Year

Vacation year for purposes of accreditation shall be from January 1 to December 31. Each employee entitled to vacation will schedule at least one (1) week of vacation (i.e., forty (40) hours) on consecutive days. The balance may be taken in units of not less than one-tenth of one-hour (0.1) or six (6) minute increments.

An employee shall have the right to take vacation according to their seniority, subject to scheduling requirements of Management; but an employee shall not be forced to take more than one (1) week's vacation in any six (6) month period.

Scheduling shall be the responsibility of the Division Manager and shall be consistent with an efficient work schedule. Any prescheduled and approved vacation shall not be denied. The Division Manager shall be responsible for ensuring the employee of verbal notice that the vacation has been approved or denied and such notice shall be given within thirty (30) calendar days from the date the employee's request card is submitted. In the event said notice is not received by an employee pursuant to the above, such vacation shall be considered as approved. Any prescheduled and approved vacation shall not be denied. Ten (10) days or less may be used in lieu of time off for suspension for disciplinary purposes.

Section 7. Non-Prescheduled Vacation

An employee requesting non-prescheduled vacation must submit their request to supervision at least one (1) workday prior to commencement of such leave. This provision may be waived by the Division Manager. Further, these requests for non-prescheduled vacation shall not be used to cover tardiness situations. Non-Prescheduled vacation may be taken in units of not less than one-tenth of one hour (0.1) or six (6) minute increments.

Section 8. Transfer of Credits

If an employee is transferred to another division or department, any unused hourly vacation credits which they may have accumulated shall continue to be available for their use. In the case of death, resignation or layoff of an employee, there shall be paid to their widow or other beneficiaries as provided by statute, in addition to back pay then due, an amount that will compensate the employee for any vacation leave which has accrued in accordance with this article.

ARTICLE 10 SICK LEAVE

Section 1. Accrual

All employees shall accrue sick leave hourly credits at the rate of ten (10) credit hours per completed month of service; and any sick leave accrued, but not used or converted as hereinafter provided in any year, shall be cumulative in succeeding years to a maximum of one thousand one hundred twenty (1,120) hourly credits.

Employees who are granted their leave of absence with pay shall continue to accrue sick leave hourly credits at the regular prescribed rate during such absence. Sick leave hourly credits will not accrue during periods of suspension or other types of leave without pay.

Section 2. Granting of Sick Leave

An employee eligible for sick leave may be granted such leave with full normal pay when absent for the following reasons:

- A. Personal illness, pregnancy, physical incapacity, or medical or dental appointments.
- B. Illness of an employee's spouse, domestic partner, parent, child or dependent requiring the employee's personal care and attendance, will be granted in accordance with Personnel Policies and Procedures, Section 5.01 and guidelines established therein. Management may request that the employee provide appropriate documentation establishing the family and/or dependent relationship pursuant to this section. Additional sick leave time for those purposes may be granted upon written recommendation of the attending physician and upon approval of the Department Director.
- C. Enforced quarantine of the employee in accordance with community health regulations.
- D. Where injury leave has expired and the employee must be absent from work for an additional period; provided that, the employee may not receive City sick leave and temporary total disability compensation from the State of Ohio at the same time.
- E. Employees who become ill after reporting to work will be sent home or to a medical facility by supervision. The employee will be charged for the hours lost from work in units of not less than one-tenth of one hour (0.1) or six (6) minute increments.

Section 3. Reinstatement

A former employee who has been separated from City service because of a non-occupational illness or injury may be reinstated at the same rate of pay received immediately prior to the date of such illness or injury, upon approval of their application to return to work, if able to perform the available work, pursuant to Civil Service rules. Any increments in wages or other benefits shall be recognized for returning employees under this article.

Section 4. Employee's Responsibility

Before the starting time of their shift, an employee going on sick leave or emergency personal leave shall inform their immediate supervisor of that fact, except in the case of provable inability to make a phone call, and provided further that the call shall be made as soon as possible thereafter.

Section 5. Fraction of a Day

Absence for a fraction of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionately in amounts of not less than one-tenth of one hour (0.1) or six (6) minute increments.

Section 6. Medical Certification

- A. Sick leave for any length of time may require a medical certification of illness or injury as may be requested by the Department and/or Division Manager or their designee, and/or the HR Director. Medical certification must be presented whenever sick leave is requested for more than three (3) consecutive work days.
- B. If a vacation or personal leave has been previously denied due to scheduling constraints and the employee calls in sick for that day, a medical certification is required to be presented by the employee to Management in order to be on paid sick leave.
- C. Employees returning from a service connected illness or injury, or a non-service connected injury, and who have utilized sick and/or other authorized leave, will be required to submit a medical certification of their ability to return to restricted or full duty.
- D. If any employee is removed from their work location by emergency rescue personnel, and/or leaves work to seek emergency medical attention at an urgent care facility and/or an emergency room, said employee may not return to work without a medical certification form and/or medical release to duty form from the emergency room or urgent care facility returning the employee to restricted or full duty.
- E. The employee will use City form S-69 except for members going to the V.A. Center in which case the City will accept the certificate from the V.A. Center.

Section 7. Reinstatement Credit

An employee who is laid off will, upon reinstatement to service, have any unused sick leave existing at the time of their layoff placed to their credit.

Section 8. Conversion of Sick Leave Credits

In any one (1) year, sick leave hourly credits may be converted to not more than forty (40) vacation hourly credits or cash, except where accumulation above one thousand (1,000) sick leave hourly credits forces conversion of credits in excess of one thousand (1,000) sick leave hourly credits to avoid the loss of those excessive hourly credits. Conversion shall be administered as follows:

- A. An employee who has more than two hundred forty (240) sick leave hourly credits may convert up to one hundred twenty (120) hours of those sick leave hours to vacation hourly credits on the basis of three (3) sick leave hourly credits for one (1) vacation hour.
- B. If an employee has in excess of seven hundred twenty (720) sick leave hourly credits, they may convert up to eighty (80) sick leave hourly credits to vacation hourly credits on the basis of two (2) sick leave hourly credits for one (1) vacation hour. Scheduling of such days off shall be subject to the scheduling of the Division Manager and the efficient operation of the department.
- C. Those employees having in excess of one thousand (1,000) sick leave hourly credits must convert those credits in excess of one thousand (1,000) hourly credits at a rate of two (2) hours of sick leave to one (1) hour of vacation leave or lose such excess sick leave hours. In no case will more than one thousand (1,000) sick leave hourly credits, after conversion, be recognized. Scheduling of such conversion days off shall be subject to the Division Manager and the efficient operation of the department. In no instance shall any employee be credited with more than one thousand one hundred twenty (1,120) sick leave hourly credits.
- D. Conversions shall be made based upon the number of sick leave hourly credits earned as of January 1 of each year.
- E. Conversions shall be made during the first two (2) weeks of January of each year in order to facilitate vacation scheduling. An employee may convert at some other time during the year with the approval of their Division Manager.
- F. Reconversions may be accomplished by memorandum placed in the employee's personnel file. Reconversions may not exceed the original sick leave to vacation conversion in any given year.
- G. Retirement means an employee is eligible by age, disability and/or service requirements of the Public Employees Retirement System to receive a pension benefit at time of separation from City employment. At retirement, an employee who has from two hundred forty (240) to one thousand one hundred twenty (1,120) sick leave hourly credits may convert them to regular pay. The conversion shall be at the rate of two (2) sick leave hourly credits for one (1) hour of regular pay.

- H. If an employee who would otherwise be eligible for retirement benefits dies while still employed, then the benefits under Paragraph H will be paid to the deceased employee's estate.
- I. Sick leave may also be converted to cash per the following incentive plan:
1. The review period for each incentive will be from January 1 through December 31 of each calendar year.
 2. During this annual period, an employee will be allowed to use up to forty (40) hours of sick leave and still participate in the sick leave incentive plan.
 3. The forty (40) hours is a hard cap and cannot be extended due to FMLA designated leave.
 4. If an employee qualifies for the sick leave incentive, the employee will be allowed to receive cash at their current hourly rate of pay, in lieu of the normal sick leave to vacation conversion in January of each year.
 5. The cash incentive shall be administrated as follows:
 - a) An employee who has more than two hundred forty (240) sick leave hourly credits may convert up to one hundred twenty (120) of those credits to cash on the basis of three (3) sick leave hourly credits for one (1) hour of regular pay.
 - b) If an employee has in excess of seven hundred twenty (720) sick leave hourly credits, he/she may convert up to eighty (80) sick leave hourly credits to cash on the basis of two (2) sick leave hourly credits for one (1) hour of regular pay.
 - c) Those employees having in excess of one thousand (1000) sick leave hourly credits must convert those credits in excess of one thousand (1000) hourly credits at a rate of two (2) hours of sick leave credits to one (1) hour of regular pay. In no case will more than one thousand (1000) sick leave hourly credits, after conversion, be recognized. In no instance shall any employee be credited with more than one thousand one hundred twenty (1120) sick leave hourly credits.
 6. Conversion shall be made based upon the number of sick leave hourly credits earned as of January 1, of each year.
 7. Conversion shall be made during the first two (2) weeks of January of each year and paid in the first pay period of February of each year.

Section 9. Transfer Credits

Upon transfer from one division or department to another, unused sick leave credits shall continue to be available for the transferred employee's use.

Section 10. False Claim

Management reserves the right to withhold benefit payments to any employee who is guilty of submitting a false claim or abuse of privileges covered in this article or working for another employer while on sick leave and may take disciplinary action, including discharge.

ARTICLE 11 LEAVES OF ABSENCE

Section 1. Leaves Without Pay

Leaves without pay for personal reasons may be granted by the City Manager upon written request for periods not in excess of ninety (90) calendar days. Employees absent due to illness, pregnancy, or other physical incapacities may be granted sick leave without pay after paid sick leave has been exhausted. Such unpaid sick leave may be extended or renewed beyond a total of ninety (90) calendar days with the express approval of the City Manager. Upon return from such leave, the employee will be reinstated in their old position or one of equal grade.

Section 2. Reinstatement

Any increments in wages or other benefits negotiated in their absence shall be recognized for returning employees under this article, applicable to the step occupied at commencement of leave.

ARTICLE 12 INJURY LEAVE

Section 1. Service Connected Injury

- A. In the event of job connected occupational illness or injury wherein the employee reports said injury within twenty-four (24) hours of the incident of illness or injury and where there is no negligence or violation of standard safety practices on the part of the employee, leave of absence may be granted by the City Manager according to the following schedule.

Step	First 5 Work Days at Full Pay	Subsequent Workdays at Full Pay	Subsequent Workdays at 2/3 Pay
5	5	55	60
4	5	35	70
3	5	20	75
2	0	0	70
1	0	0	60

Benefit Level

The amount of injury leave available to an employee for each injury leave usage is determined by what step an employee is in at the time of the injury leave usage. An injury leave usage is a separate absence of injury leave.

Injury leave may be taken in units of not less than one-tenth of one-hour (0.1) or six (6) minute increments.

Employees seeking their initial treatment for a work-related injury on the date of the injury will not be charged injury leave, and instead will just be placed on regular City pay. All subsequent absences, unless an employee treats at the City Dayton Off-Site Clinic, must be covered by injury leave, or the employee's paid leave.

New Employees

New bargaining unit employees are placed in step three (3) at the completion of their initial probationary period. Employees entering the bargaining unit from another City position in which they were covered by an injury leave step plan will enter the Building Trades plan at their existing step level.

Step Progression

After one year in a step with no injury leave usage during that year, an employee is entitled to move to the next higher step. An employee progresses through the steps in this manner until attaining step 5.

Step Regression

- A. An employee who has an injury leave usage shall move to the next lower step on their return to work date.

- B. Recommendations in reference to the extent of leave authorized shall be based upon the advice of the City Physician and/or other competent medical authority.
- C. If, during a ninety (90) calendar day period from the date of return to work from the initial injury leave absence, an employee suffers a relapse of an injury or requires follow-up medical treatment for the initial injury, such absences shall be considered part of the initial injury leave absence for determination of injury leave pay.
- D. One absence of less than one full shift per injury shall not count as an occurrence pursuant to Section 1 (A) of this Article.
- E. An employee who is disabled due to a job-connected injury and is required by a physician to be absent from work for five (5) consecutive workdays or less, may choose to use sick leave, vacation or personal leave days and the use of such leave shall not be considered an injury leave usage for the purpose of computing entitlements under Section 1 (A) of this Article.

Section 2. Workers' Compensation

At the expiration of the injury leave granted, if the employee is still unable to return to work, the employee may avail him/herself of the accumulated sick leave provisions. If the employee is still unable to return to work, payment of normal wages will be stopped and the Industrial Commission will be requested to begin weekly payment under the provisions of the Worker's Compensation Act.

Section 3. Return to Work Program

An employee who is absent from duty due to work-related injury or occupational disease of a temporary nature, and who may qualify for and participate in a rehabilitation program approved by the Bureau of Workers' Compensation, may be returned to work to perform restricted duty, if available, within the same department, for a period of no more than ninety (90) days for the purpose of transitioning back to full duty.

Restricted duty is any job, work assignment or duty that an employee, limited from their regular assignment is qualified for and physically and mentally capable of performing. Restricted duty assignments are made solely at the discretion of Management.

An employee's work restriction will be based on the advice of the attending physician and/or City doctor. While on restricted duty, an employee will earn their regular hourly rate of pay.

Placement of employees made pursuant to the provisions of this Article shall supersede any other transfer rights under this Agreement for the duration of the restricted duty.

Section 4. Reinstatement

A former employee who has been separated from City service because of any service connected illness or injury shall be entitled to reinstatement at the same rate of pay received immediately prior to the date of such illness or injury, upon approval of their application to return to work, pursuant to Civil Service Rules. Any increments in wages or benefits shall be recognized for returning employees under this article.

Section 5. False Claim

Management reserves the right to withhold benefit payments to any employee who is guilty of submitting a false claim or abuse of the privileges covered in this article or for working for another employer while on injury leave and may take disciplinary action, including discharge.

ARTICLE 13 FUNERAL LEAVE

Section 1. Eligibility

Paid leave to attend the funeral of a member of the employee's immediate family shall be granted by the Department Director for three (3) workdays. Proof of death and relationship of the deceased may be requested. The immediate family is defined as their: spouse, domestic partner, parent, parent-in-law, stepparent, child, stepchild, brother, step-brother, sister, step-sister, grandparent, grandparent-in-law, grandchild, half-brother, half-sister, brother-in-law, and sister-in-law. Other relatives living in the same household shall be considered as immediate family. A guardian is one who legally has the care and management of the person or the estate, or both, of a child during its minority. In the event of multiple deaths at different times, each death shall count as a separate occurrence.

Section 2. Additional Time

If additional time is necessary for an employee to attend the funeral of a member of their immediate family as defined in Section 1 above, said employee shall be entitled to use two (2) vacation or two (2) sick leave work days for this purpose, provided said employee has a balance of two (2) vacation or two (2) sick leave days prior to departure. Sick leave used in conjunction with funeral leave shall not be counted as an occurrence against the employee's attendance record.

ARTICLE 14 MILITARY LEAVE

Section 1. Physical Examination

An employee shall be granted permission to be absent from work in order to receive their physical examination for compulsory military service in the Armed Forces of the United States. The employee shall be entitled to paid leave for that purpose during such absence, for a period not to exceed three (3) consecutive calendar days. Employees wishing to enlist shall be permitted to take one (1) enlistment physical and shall receive no more than one (1) day of leave for that physical. Management may require written evidence of the number of necessary days of absence.

Section 2. Short-Term Military Leave

- A. This leave is granted in accordance with Ohio State Law.
- B. Employees who are members of the Ohio organized militia, or members of other reserve components of the armed forces of the United States, including the Ohio national guard, are entitled to a military leave of absence without loss of pay for the time they are performing service in the uniformed services for a period of up to one hundred seventy-six (176) hours, within any calendar year.
- C. To qualify for the benefits provided, the employee must show their field orders to their Division Manager prior to reporting for training or duty.
- D. For the purpose of computing vacation or sick leave, Military Leave will count as full service with the City.

Section 3. Extended Military Leave

- A. Extended military leave is given to those employees who are called or ordered to the uniformed services for longer than one hundred seventy six (176) hours, for each calendar year in which the employee performed service in the uniformed services, because of an executive order issued by the president of the United States or an act of congress. During the military service period designated in the executive order or act of congress, an employee is entitled to a leave of absence and to be paid during the monthly pay period of that leave or absence, the lesser of the following:
 - 1. The difference between the employee's gross monthly wage or salary with the City and the sum of the employee's gross uniformed pay and allowances received that month; or,
 - 2. Five (\$500.00) hundred dollars.
- B. No City employee shall receive payments while on Extended Military Leave if the sum of the employee's gross uniformed pay and allowances received in a pay period exceeds the employee's gross monthly wage or salary with the City.

- B. When an employee who has been on Extended Military Leave returns, they will receive any wage adjustments and step increases that would be due as though he had been actively on the payroll.

Section 4. Employment Severance

- A. Any employee who leaves the City for military service and returns from such military service within six (6) years of the date on which they entered the service, or should the emergency exceed six (6) years, after the emergency has ended and the employee is discharged, they shall be reinstated to the position held, or one of like responsibility, at the time the employee left for military service, provided application is made to the Civil Service Board within ninety (90) days after release from active duty or from hospitalization continuing after separation for not more than one (1) year. The employee must be physically and mentally able to perform the duties of said position. An employee who is disabled during military service and cannot perform the duties of the position shall be considered for the nearest comparable position the employee is physically able to perform.

ARTICLE 15 JURY LEAVE

An employee required to serve on a jury before a court empowered by law to require such service shall be excused from duty for the time required for such service and shall be paid their regular hourly rate less their jury pay, provided they notifies their Division Manager five (5) days prior to such jury service date. Employees must submit a certification from the appropriate tribunal stating the amount of payment the employee received and the period of time that the employee's services were needed and the extent to which such services were utilized. An employee performing jury service will call their Division Manager and/or Director on a daily basis to report their service requirements and/or potential release status. If an employee who is notified of potential jury service is not needed on that date, then the employee will report to work. Additionally, if a first (day) shift employee is called to jury service and is released by the Court prior to the expiration of half of their work shift, then the employee will immediately report to work. Any employee who is required to serve on a jury and is assigned to work 2nd (evening) or 3rd (night) shift shall not be required to report for duty that calendar day and shall be placed on paid jury leave. If an employee works 2nd (evening) shift, they will be released the day of jury duty. If an employee works 3rd (night) shift, they will be released the shift before jury duty.

ARTICLE 16 INSURANCE

Section 1. Coverage

Management will offer bargaining unit employees insurance.

Section 2. Employee Contributions

Effective January 1, 2021, through December 31, 2021, employees shall pay a contribution of \$70.00 per month for single coverage, or, a contribution of \$200.00 per month for family coverage.

Effective January 1, 2022, through December 31, 2023, employees shall pay a contribution of \$88.00 per month for single coverage, or, a contribution of \$250.00 per month for family coverage.

Employees will receive a contribution rate holiday in February and on or before August 2022, wherein the employees will not have to pay their monthly single or family contribution during that month.

The premiums will be administered under an Insurance Section 125 pre-tax status and paid bi-monthly through payroll deduction.

If Management accepts a negotiated health insurance offer, or accepts a fact-finder's award, a conciliator's award, or is compelled to pay by operation of law, a change in health insurance contributions, co-pays, deductibles, HSA or HRA contributions, and/or out-of-pocket amounts during the Fraternal Order of Police or the International Association of Firefighters successor contract negotiations, or offers to City non-represented employees health insurance contributions, co-pays, deductibles, HSA or HRA contribution levels, and/or out-of-pocket amounts that are different than the terms negotiated in this article with the Union, Management will then immediately offer these different health insurance terms to the Union at the conclusion of those successor contract negotiations with the Fraternal Order of Police or the International Association of Firefighters. If the Union accepts any of the changes offered by Management pursuant to this language, the changes will become effective on January 1, of the relevant year.

Section 3. Incentive to Waiver Health Care Coverage

Full time employees who waive health insurance for a twelve (12) month period during open enrollment will be paid an incentive as explained below. The incentive will be pro-rated if coverage is waived for less than an entire plan year because an employee terminates employment or re-enrolls for Management coverage if there is a loss of coverage due to divorce, termination of spouse's job or spouse's death.

A full-time employee who waives coverage for an entire twelve (12) months and is not a dependent on a City of Dayton health insurance plan will be paid an incentive

equal to three thousand (\$3,000.00) dollars. The incentive will be paid bi-weekly over a twelve (12) month period starting with the first pay in January.

Section 4. Insurance Co-Pays

The employees will be enrolled in a prescription drug card program. With the prescription drug card, costs for prescription drugs will be \$10 for Tier 1 prescriptions, \$20 for Tier 2 prescriptions, and \$30 for Tier 3 prescriptions, as defined by the health insurance carrier, with these payments up to the in-network maximum out of pocket of \$3000 for single plans and \$6000 for family plans. The prescription drug card governs the amounts paid for prescription drugs after an employee has met their deductible.

The plan will have an Emergency Room co-pay of \$200 after an employee has met their deductible.

The plan will have a Doctor's Office co-pay of \$20 per visit, after an employee has met his or her deductible.

Section 5. Dental Care

Management shall contribute thirty-four dollars (\$34.00) per month to the AFSCME Care Plan for Dental Care II Coverage.

Section 6. Vision Care

Management shall contribute six dollars and seventy-five cents (\$6.75) per month to the AFSCME Care Plan for such employees covered by Section 2. Dental Plan Coverage for vision care services.

Section 7. Coordination of Benefits

Health care benefits provided herein shall be subject to coordination of benefits in accordance with the stipulation of the carrier.

Section 8. Subrogation

If a member incurs covered health care expenses in connection with the treatment of an illness or injury caused by the negligence or wrongful act of a third party, carrier shall be subrogated to all of the member's rights of recovery against said third party, to the extent of any and all payments made hereunder by carrier with respect to such illness or injury. The member or their appropriate agent shall execute all papers and take all action necessary and proper to secure to carrier such rights of recovery.

Section 9. Unemployment Compensation

Management shall provide unemployment compensation pursuant to the provisions of the State Unemployment Compensation Act for employees covered herein.

Section 10. Failure of Carrier to Pay Claim

Failure of the insurance carrier to pay a claim shall not be the subject matter of the grievance arbitration procedure, however, Management will make its best efforts to see that claims are resolved.

Section 11. Life Insurance

Management will pay the full cost of the premium toward the purchase of Group Life Insurance in the amount of twenty-five thousand dollars (\$25,000) and Accidental Death and Dismemberment Insurance in the amount of twenty-five thousand dollars (\$25,000). Management will offer supplemental life insurance coverage for the employees, as long as, the selected life insurance carrier continues to offer supplemental coverage. The employee will be responsible for the entire cost of any supplemental life insurance.

Section 12. Health Care Committee

The Council will select no more than two (2) representatives to be present and participate in all City of Dayton Healthcare Committee meetings to review health care insurance in the upcoming years. The Health Care Committee will meet as often as necessary to facilitate in a timely fashion all information and cost as needed for this task in an effort to maximize the value to employees and cost effectiveness of Health and Dental Care plan redesign.

Section 13. Long Term Disability Insurance

Employees may elect to enroll in Long Term Disability ("LTD") Insurance through the City of Dayton Benefits Plan. Enrollment shall be based upon the terms and conditions and premium sharing as are now and or in the future determined by the City.

Section 14. Spousal Eligibility

If the employee's spouse is eligible for medical coverage through their own employer, the spouse must use their employer's insurance as their primary form of coverage. The spouse may remain on the City's health insurance plan, but the City's plan will be a secondary plan, and the spouse's employer must carry the spouse as primary.

ARTICLE 17 LONGEVITY

Section 1. Longevity Pay Rates

Every employee covered by this Agreement shall receive a payment for recognition of service and training as follows:

- A. Employees who have completed five (5) years, but less than ten (10) years of service shall receive an annual payment of two hundred fifty dollars (\$250.00) or a payment equal to one-half percent (0.5%) of their base rate of pay, whichever is greater.

- B. Employees who have completed ten (10) years, but less than fifteen (15) years of service, shall receive an annual payment of three hundred dollars (\$300.00) or a payment equal to one percent (1.0%) of their base rate of pay, whichever is greater.
- C. Employees who have completed fifteen (15) years, but less than twenty (20) years of service, shall receive an annual payment of four hundred dollars (\$400.00) or a payment equal to one and one-half percent (1.5%) of their base rate of pay, whichever is greater.
- D. Employees who have completed twenty (20) years or more of service shall receive an annual payment of six hundred dollars (\$600.00) or a payment equal to two percent (2.0%) of their base rate of pay, whichever is greater.

The above payments shall be made in a lump sum on the last payday of October of each year. The employee may receive the flat rate or the payment equal to a percentage of their base, based upon whichever flat rate amount or the payment equal to a percentage of their base, based upon whichever payment is the larger amount, but the employee may not receive both payments.

When an employee's anniversary date occurs prior to November 1 of a payment year, they shall receive full payment in accordance with the above payment schedule.

In the event that an employee who is eligible for the above payment terminates their employment during the term of this Agreement, the annual payment provided herein shall be prorated for the period of their employment.

ARTICLE 18 DISCIPLINE AND DISMISSAL PROCEDURE

- A. Disciplinary action shall be only for just cause, however, when Management takes any disciplinary action resulting from Charges against an employee, said action will be initiated no later than thirty-five (35) calendar days following knowledge by the supervisor of the events upon which the disciplinary action is based. This time limit may be waived by mutual agreement of Management and the Council.
- B. When Management suspends, reduces in rank or dismisses an employee, such employee may be conditionally suspended pending hearing thereon. Prior to any suspension, reduction or dismissal, Management shall deliver or mail a copy of the Charges and Specifications to the Council's Executive Secretary and the Union President, provided that the Union President is employed by the City of Dayton. The hearing on said Charges and Specifications will be held no sooner than five (5) calendar days from the date of receipt by either Union official. Should the Union fail to receive a copy of the Charges and Specifications as prescribed herein, the hearing shall be rescheduled by Management. The Charges and Specifications shall state the alleged violations and set the time and place for a hearing before the Department Director or their designated representative.
- C. Disciplinary action involving any suspension, a reduction in rank or dismissal by the Department Director, approved by the City Manager, may be appealed by the employee, either independently or through the Council, either to the Civil Service Board in accordance with the City Charter and Civil Service Rules and Regulations, or through the grievance and arbitration procedure set forth in this Agreement, to be introduced at Step 3 where the Division Manager served as the hearing officer, or at Step 4 where the Department Director served as the hearing officer.
- In no case shall the employee be permitted to appeal any grievance through both the Civil Service Board and the grievance and arbitration procedure.
- D. When any disciplinary action listed above is taken, the employee shall have ten (10) calendar days from the effective date of the suspension, reduction or dismissal in which to elect his/her appeal procedure, and such election must be made in writing to the Civil Service Board. If the election is for the grievance and arbitration procedure, it shall include a written waiver of his/her right to appeal to Civil Service and to the courts. If no election is filed, the matter will be considered resolved.
- E. In the event the employee submits both a grievance and arbitration procedure election and an appeal to Civil Service, the employee shall be automatically deemed to have elected an appeal to Civil Service only.

- F. At any time Management conducts a disciplinary meeting with an employee for the purpose of determining whether or not the employee has committed an infraction which could result in disciplinary action of record (reprimand, suspension, or dismissal), the employee will be entitled to have a Steward present. The right to Steward representation is contingent upon the employee's requesting such representation and is limited to those situations in which the employee reasonably believes the investigation may result in disciplinary action. An employee who requests representation pursuant to this section may require the supervisor to verify in writing that said request was denied or a Steward is not necessary. A copy of the written verification shall be given to the employee immediately after signing by the supervisor or as soon as possible thereafter.
- G. After two (2) years from date of issue, any and all reprimands shall be removed from the employee's personnel file at their written request and shall not be considered in subsequent determinations of discipline. Management shall send to the Union President, a copy of each reprimand issued to any member of the bargaining unit. No progressive disciplinary action will be initiated by Management based on a training memo or counseling that is older than two (2) years.

After three (3) years from the date of suspension, a suspension of five (5) days or less shall not be considered in subsequent disciplinary actions and the Charges and Findings shall be removed from an employee's personnel file at their written request to the HR Director. After four (4) years from the date of suspension, a suspension greater than five (5) days shall not be considered in subsequent disciplinary actions and the Charges and Findings shall be removed from an employee's personnel file at their written request to the HR Director.

- H. In the event that discipline is rendered against an employee and results in a suspension of ten (10) or less days, the employee shall have the option of forfeiting up to eighty (80) hours of vacation in a twelve (12) month period. If the employee chooses to forfeit vacation, the forfeiture shall be one hour of vacation for each one hour of the suspension. The forfeiture of vacation will constitute discipline of record, shall be accordingly noted in the employee's personnel file, and shall constitute the final resolution of the department charges. No loss of seniority shall occur should the employee choose this option.

ARTICLE 19 GRIEVANCE AND ARBITRATION PROCEDURE

A "grievance" is defined as any complaint that Management is in non-compliance with a specific provision of this Agreement; provided, however:

If specific administrative agency relief of a judicial nature is provided for by the statutes of the State of Ohio or the United States for review or redress of a specific matter (such as Worker's Compensation, Unemployment Compensation, Board of Review, E.E.O.C., Civil Rights Commission), such matter may not be made the subject of a grievance and may not be processed as such.

If a grievance arises between an employee and Management and/or the Council and Management with respect to the interpretation, application, or enforcement of the provisions of this Agreement, such grievances shall be handled as follows: The employee shall first discuss their grievance with their first line supervisor, with the Steward present, and attempt to resolve the dispute.

Step 1. First Line Management and/or Superintendent

In the event the dispute is not resolved in accordance with the above paragraph, the aggrieved employee shall deliver their written grievance to their immediate supervisor outside the bargaining unit within ten (10) calendar days after the employee has knowledge of, or should have had knowledge of the incident upon which the alleged grievance is based. The supervisor and/or Division Manager will answer the grievance in writing within ten (10) workdays after receipt. If the employee is not satisfied with the written answer of the supervisor and/or Division Manager, they may refer the grievance to the Second Step of the grievance procedure. If the employee does not refer their grievance to the Second Step of the grievance procedure within ten (10) workdays after receipt of the decision rendered in this step, it shall be considered to be satisfactorily resolved.

The grievance as prepared in Step 1 shall be prepared in five (5) copies by the grievant and given to the supervisor under Step 1. The supervisor shall make distribution of said copies as follows: Retain one (1) and deliver:

- One (1) copy to the Manager of the Division
- One (1) copy to the Director of the Department
- One (1) copy to HR
- The fifth (5th) copy shall be retained by the employee

If, through inadvertence, a copy is not distributed pursuant to the above, it shall not prejudice the grievance.

Step 2. Department Director

The grievance, along with all correspondence, shall be submitted to the Department Director. The Department Director or their representative shall investigate the grievance and schedule a grievance meeting within ten (10) days. Management and the Council may each have no more than four (4) representatives at the grievance meeting. Both the Council and Management have the right to call such witnesses as are necessary to the investigation of the grievance. The Department

Director shall reply to the Council and the grievant in writing within seven (7) workdays after completion of the grievance meeting.

If the answer of the Department Director is not satisfactory to the Council the grievance may be appealed to the Third Step within ten (10) workdays of receipt of reply from the Department Director. If the written notice of intent to invoke the Third Step of the grievance procedure is not received by the HR Director within ten (10) workdays after receipt of the Department Director's answer, it shall be considered to be satisfactorily resolved.

Step 3. Director of Human Resources

The grievance, along with all correspondence, shall be submitted to the HR Director. The HR Director or their representative shall investigate the grievance and, if necessary, schedule a grievance meeting within ten (10) workdays after receipt of the grievance by the HR Director. Management and the Council may not have more than four (4) representatives at the grievance meeting.

Both the Council and Management have the right to call such witnesses as are necessary in the investigation of the grievance. The HR Director or their designee shall reply to the Council and the grievant in writing within seven (7) workdays after completion of the grievance meeting or receipt of the grievance, whichever is later. If the answer of the HR Director is not satisfactory to the Council, the grievance may be appealed to the arbitration procedure (Step 4). If the written notice of intent to file under the arbitration procedure is not received by the HR Director within ten (10) days after receipt of their reply to the grievance, it shall be considered to be satisfactorily resolved.

Step 4. Arbitration Procedure

- A. Within ten (10) workdays after receipt of the written notice of intent to file under the arbitration procedure, the HR Director or their authorized representative and not more than two (2) other representatives of Management and the Business Agent or their authorized representative and not more than two (2) other representatives of the Council shall meet for the purpose of attempting to resolve the dispute and/or selecting an impartial arbitrator. If no agreement is reached at this meeting, a joint letter requesting the Federal Mediation and Conciliation Service to submit the names of five (5) arbitrators will be signed and mailed. Upon receipt of such names, the Council and Management shall alternately cross off one (1) name until one (1) name remains, that person being selected as the arbitrator. A date for arbitration shall be set as soon as possible in accordance with the wishes of Management, the Council, and the availability of the arbitrator.
- B. All decisions of the arbitrator shall be final and binding upon all parties participating. Both Management and the Council shall share equally the expenses and fees of the arbitrator and other expenses incident to the arbitration hearing.
- C. The arbitrator shall have no power to add to or subtract from the expressed provisions of this Agreement. The arbitrator shall decide the issues presented

on the basis of the reliable, substantial and preponderance of evidence in the record of the proceedings and the expressed terms of this Agreement.

- D. It is understood that the time limits imposed in this article may be extended at any step by mutual consent. Likewise, any step in the grievance procedure may be eliminated by mutual consent. It is further understood that the word "day" as used in the grievance procedure is defined to mean, "workday" unless otherwise specified. The date and time stamp in HR will serve as the official record for determining the timeliness of grievances and responses thereto through the receipt of the grievance at the Third Step. The postmark shall determine the timeliness of Management's Third Step reply.
- E. Management or the Council based on the facts presented, has the sole right to decide whether to arbitrate or appeal any grievance.
- F. Neither party will be permitted to assert in any arbitration proceeding any ground or to reply on any evidence not previously fully disclosed to the other party.
- G. The arbitrator shall neither add to nor detract from nor modify the language of this Agreement in arriving at a determination of any issue presented that is proper for arbitration within the limitations expressed herein. The arbitrator shall have no authority to change wage rates or salary schedules attached hereto. The arbitrator shall expressly confine himself/herself to the precise issues submitted for arbitration and shall have no authority to determine any other issue not so submitted, or to make observations or declarations of opinion which are not directly essential in reaching the determination.

ARTICLE 20 FAILURE TO REPORT - VOLUNTARY RESIGNATION

Any employee who fails to report to work for three (3) consecutive days and does not properly notify Management at the beginning of their starting time on the third day will be considered as having voluntarily resigned their position, unless it is proven by the employee that notification was beyond their control.

ARTICLE 21 REMOVAL OF REPRIMANDS

After two (2) years from date of issue, any and all reprimands shall be removed from the employee's personnel file at their written request and shall not be considered in subsequent determinations of discipline.

ARTICLE 22 WEAPONS

Employees are not permitted to have weapons at the workplace or in their possession while on duty other than weapons required and issued by Management for the performance of their duties.

ARTICLE 23 TRAINING

Bargaining unit employees will not be required by Management to train apprentices referred to City employment from any source other than the Council, but may voluntarily agree to do so with the approval of the Executive Director.

ARTICLE 24 NO STRIKE OR LOCKOUT

It is understood and agreed that the services performed by City employees included in this Agreement are essential to the public health, safety and welfare.

The Council, therefore, agrees that there shall be no interruption to work for any cause whatsoever, nor shall there be any work slowdown or other interference with these services. Management agrees that it will not lockout or prevent employees from performing their regularly assigned duties. Should there be an unauthorized strike, the Council will make every effort to require the members to return to work.

ARTICLE 25 SAVINGS CLAUSE

This Agreement is subject to all State Laws, Civil Service Rules and Regulations, Municipal Charter Provisions, City Commission Ordinances and Resolutions; provided that should any change be made in any State Law, Civil Service Rules and Regulations, Municipal Charter provisions, or City Commission Ordinances and Resolutions which would be applicable and contrary to any provisions contained herein, such provisions herein contained shall be automatically terminated.

Should any article, section, or portion thereof of this Agreement be held unlawful and unenforceable by any court, legislative or administrative tribunal of competent jurisdiction, then such decision or legislation shall refer to the specific article, section, or portion thereof directly specified. The parties will meet and discuss the abrogated provision for further negotiations. The remainder of this Agreement shall remain in full force and effect.

ARTICLE 26 FITNESS FOR DUTY

Section 1. Drug and Alcohol Testing

For the term of this Agreement, drug and alcohol testing will be administered in accordance with Personnel Policies and Procedures 2.12 and 2.13.

Section 2. Discipline and Due Process

Confirmed positive tests are for administrative purposes only and are not to be used against the employee during any phase of criminal proceeding. Any employee whose drug test result is confirmed as positive and who then is charged administratively by Management, will receive due process and be afforded representation as prescribed in the Discipline and Dismissal Procedure, Article 18. Any attempt on the part of Management to influence any approved drug testing facility or employees of those facilities in an effort to circumvent the provisions of this section, shall be considered a breach of this Agreement and shall allow the Council to initiate a step 4 grievance within thirty (30) days following the date the employee or the Council first became aware of such conduct.

ARTICLE 27 SAFETY

Management shall provide employees with all Personal Protection Equipment ("PPE") in accordance with the requirements of the state and federal law. All employees shall be provided training on the proper use of all required PPE. Employees covered herein who are provided PPE must wear said PPE while on duty.

Management shall comply with and provide employees training on confined space standards in accordance with the state and federal law.

Management shall comply with and provide employee training for any work requiring an elevated platform, or Ariel Lift, or ladders above four (4) feet, or any work on energized circuits, in accordance with the state and federal law.

Work shall be done in a safe and workman like manner and in accordance with local, state and national standards, as it applies to qualified personnel.

For 2021, the City will provide a voucher in the amount of one hundred twenty-nine (\$129.00) dollars for the purchase of one (1) pair of safety shoes/boots per year or longer as needed for replacement, whichever comes later, for all employees covered herein that are required to wear safety shoes/boots.

For 2022, the City will provide a voucher in the amount of one hundred forty-nine (\$149.00) dollars for the purchase of one (1) pair of safety shoes/boots per year or longer as needed for replacement, whichever comes later, for all employees covered herein that are required to wear safety shoes/boots.

For 2023, the City will provide a voucher in the amount of one hundred sixty-nine (\$169.00) dollars for the purchase of one (1) pair of safety shoes/boots per year or longer as needed for replacement, whichever comes later, for all employees covered herein that are required to wear safety shoes/boots.

ARTICLE 28 SENIORITY

1. Seniority is defined as length of continuous service with the City.
2. New Employees shall serve an initial probation period of six (6) consecutive calendar months, in accordance with the City Charter and the Civil Service Rules.
3. If an employee resigns and is later rehired after one (1) year, they will be considered a new employee, in accordance with the Civil Service Rules.
4. If an employee has been placed on a disability retirement through the Ohio Public Employees Retirement System, and is subsequently recertified to return to employment with the City, as prescribed under the Ohio Revised Code Section, their seniority shall be computed from their original hire date and be considered as a continuous length of service.
5. If an employee is laid off, and subsequently returns to employment with the City in their prior position, their seniority shall be computed from their original hire date, minus the time spent on lay off, in accordance with the Civil Service Rules.
6. Seniority shall be applied only in accordance with the Civil Service Rules and the provisions of this Agreement.
7. Within seven (7) business days of January 15th of every year, the City shall provide one (1) copy of the seniority list to the Union.

ARTICLE 29 TRANSFERS

- A. An employee shall have the right to exercise their City seniority to transfer to available vacant positions within the same classification with a different work reporting location if they are able to perform the physical and/or specialized requirements of the work involved and such transfer can be made without substantially impairing the efficiency of their present division. Only one transfer to another shift or another work reporting location shall be permitted in any twelve (12) month period. An employee who desires such a transfer shall make a written request therefore and deliver the same to their Division Manager and the Union.

- B. With the mutual Agreement of two (2) employees and subject to their respective Division Manager's approval, said employees may trade shifts for not less than one (1) nor more than five (5) shifts in any calendar year. Temporary trades for more than five (5) days for educational purposes may also be granted subject to approval of their respective managers. Such a trade shall not result in any exchange in shift differential pay for either party under Article 8, Section 6 of this Agreement. Such a trade shall not be the basis for overtime pay unless the employee is otherwise entitled to overtime under the Agreement.

- C. An employee who has been denied a transfer shall be afforded the opportunity to request a meeting with the Director or designee of the receiving/denying department to discuss the basis for such a decision.

ARTICLE 30 DURATION OF AGREEMENT

Section 1. Effective Dates

This Agreement shall be effective as of November 1, 2021, and shall remain in effect through October 31, 2023 and shall continue thereafter for successive periods of twelve (12) months, unless either party to this Agreement on or before sixty (60) days prior to the expiration of said Agreement, notifies the other party, in writing of its intention to amend and/or terminate this Agreement. Within ten (10) days after receipt of such notice, a conference shall be arranged between the parties hereto, and such conference shall be held at a time mutually agreeable to the other parties.

Section 2. Waiver

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to wages, hours, fringe benefits and working conditions, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, Management and the Council, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

City of Dayton
 Grade Rate Schedule
 Building and Construction Trades

2021		2021	
218	2%	219	HOUR
\$	27.70	\$	36.33
	0.5540		1,8165
\$	0.550	\$	1,820
\$	28.25	\$	38.15
WEEK	\$ 1,130.00	WEEK	\$ 1,526.00
MONTH	\$ 4,801.33	MONTH	\$ 6,297.20
YEAR	\$ 58,760.00	YEAR	\$ 79,352.00

Step 1	Step 2	Step 3	Step 4
6 Months	1 Year	1 Year	1 Year

2022		2022	
218	2%	219	HOUR
\$	28.25	\$	37.06
	0.5650		1,8530
\$	0.570	\$	1,850
\$	28.82	\$	38.91
WEEK	\$ 1,152.80	WEEK	\$ 1,556.40
MONTH	\$ 4,896.67	MONTH	\$ 6,423.73
YEAR	\$ 59,945.60	YEAR	\$ 80,932.80

Step 1	Step 2	Step 3	Step 4
6 Months	1 Year	1 Year	1 Year

2023		2023	
218	2%	219	HOUR
\$	28.82	\$	37.80
	0.5764		1,8900
\$	0.580	\$	1,890
\$	29.40	\$	39.69
WEEK	\$ 1,176.00	WEEK	\$ 1,587.60
MONTH	\$ 4,395.47	MONTH	\$ 6,552.00
YEAR	\$ 61,152.00	YEAR	\$ 82,555.20

Step 1	Step 2	Step 3	Step 4
6 Months	1 Year	1 Year	1 Year

Grade 219 will be 5% above top step of the 218 grade.

Signature Page

In witness whereof, the parties hereto have set their hands this 7th day of December, 2021.

FOR: The City of Dayton

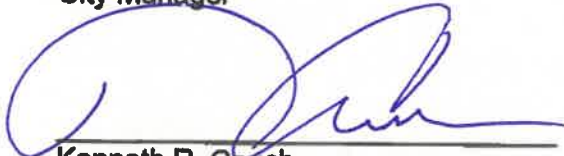
FOR: Dayton Building and Construction
Trades Council



Shelley J. Dickstein
City Manager



Grady Mullins
Executive Director



Kenneth R. Couch
Director
Department of Human Resources



David Bruce
Special Projects Coordinator/Political Coordinator
I.B.E.W. Local 82



Brent L. McKenzie
Deputy Director
Department of Human Resources



Mark Terrill
Plumbers and Pipefitters Local 162



Dawn D. Manuel
Division Manager
Department of Human Resources



Danielle Mattson
Executive Secretary
Department of Human Resources

