

**Proposal #1**

**ARTICLE 19  
SALARY**

**SECTION 4. PROGRESSION**

General Provisions:

There shall be a temporary suspension of progression increases for the period of the contract from ~~July 1, 2009 through June 30, 2011.~~ The shaded area has been left as part of the agreement of the parties not to delete steps, but to suspend them for the period of the contract.

Employees hired before January 12, 1996, at the first step of the range will progress on their anniversary date in the current classification to the second step of the salary range upon completion of twelve (12) months of service. Employees will continue to progress through the salary range and will move to the next step upon completion of twelve (12) months of service since their last progression increase.

Employees hired before January 12, 1996 who promote, transfer or demote in the bargaining unit shall retain their current classification seniority dates for purposes of this section.

Employees hired on or after January 12, 1996 will progress on the date of their most recent entry into the bargaining unit to the second step of the salary range upon completion of twelve (12) months of service. Employees will continue to progress through the salary range and will move to the next step upon completion of twelve (12) months of service in the bargaining unit since their last progression increase.

The Employer may withhold this step increase because of unsatisfactory performance, with written notice to the employee. Increases so withheld may subsequently be granted upon certification by the Employer that the employee has achieved a satisfactory level of performance. If the Employer fails to give the employee written notice that a progression increase is to be withheld prior to the date on which the increase is due, the increase shall be granted.

When an employee is rehired from the layoff list he/she shall retain credit toward the next progression increase for time worked before the break in service.

Any time off the payroll of four (4) consecutive months or more will extend the eligibility date for the next increase by the entire time off the payroll.

**SECTION 5. OTHER SALARY ADJUSTMENTS: ~~JULY 1, 2009- JUNE 30, 2011~~**

A. ~~July 1, 2010 all employees whose pay rate falls within the pay range will receive a 2.00%% general wage increase. All Pay ranges shall increase by the same amount.~~

B. An employee returning from an unpaid leave of absence shall be compensated at the same rate of pay received when the leave commenced, plus any non-discretionary increase which became effective during the time of the leave.

**Proposal #2**

**ARTICLE 20  
INSURANCE**

Detailed insurance proposals will be provided at a later date

**Proposal #3**

**ARTICLE 6  
TEMPORARY APPOINTMENTS**

**SECTION 3. TYPES OF APPOINTMENTS AND ASSOCIATED RIGHTS**

**B. Temporary Posted**

1. Definition: Temporary posted positions are posted positions with a designated percentage appointment of 36% or greater and a set term with an expected duration of up to a maximum of one (1) year.
2. Extensions: A Temporary posted appointment may be extended beyond one (1) year. Positions that extend beyond one (1) year will result in a continuing appointment for the employee in that position. Exception: A continuing appointment does not result when an A Temporary posted appointment is ~~may be extended beyond one (1) year without posting where such an extension is a result of continuing disability, pregnancy leave, or other approved leaves of absence where the Employer expects the return of the employee holding the original appointment. Otherwise, if a Temporary (posted) appointment is extended beyond one (1) year the position must be posted either as a Temporary (posted) or as a continuing position.~~
3. Rights: An employee with this type of appointment is hired for a maximum of one (1) year at 36% time or greater on a set percentage time appointment and shall not have the same rights as an employee on a continuing appointment. These positions must be posted in accordance with Article 5, Recruitment and Employment. ~~If a Temporary posted position extends beyond one (1) year, the employee shall become continuing without posting the position.~~ (Applications of Temporary (posted) appointments occur in Article 25, Layoff and Recall, and Article 7, Probation.) Based on the percentage of the appointment, such an employee:

Proposal #4

~~MEMORANDUM OF UNDERSTANDING  
CONDUCT OF UNION BUSINESS~~

~~MEMORANDUM OF UNDERSTANDING  
TASK FORCE ON OFFICE ERGONOMICS~~

~~MEMORANDUM OF UNDERSTANDING  
RESPECTFUL WORKPLACE~~

Proposal #5

**ARTICLE 36  
DURATION**

This Agreement shall be effective as of the 1<sup>st</sup> Day of July, ~~2009~~2011, except as otherwise provided in the Agreement, and shall remain in full force and effect until the 30th day of June, ~~2011~~2013

The Employer retains the right to add, delete or modify proposals.