

## Gains and Losses in the State's May 4, 2007 Proposed Contract as Compared to the Current Agreement

A **gain** means that the current contract language was improved by the proposed change.

A **loss** means that the proposed change has language that is not as good as the current contract language.

**Neutral** means that the current language has not changed and therefore we have neither gained nor lost.

Article	Provision in current state proposal	Gain	Loss	Neutral
1 Union Recognition and Representation	Same provisions as in current GGU contract.			X
2 Union Representatives and Activities	Same provisions as in current GGU contract.			X
3 Union Security	Same provisions as in current GGU contract.			X
4 Management Rights	Same provisions as in current GGU contract.			X
5 No Strike or Lockout	Same provisions as in current GGU contract.			X
6 Nondiscrimination and Affirmative Action	Same provisions as in current GGU contract.			X
7 Labor -- Management Committees	Same provisions as in current GGU contract.			X
8 Emergency Personnel	Same provisions as in current GGU contract.			X
9 Nonpermanent Appointments	The state will provide the union an annual list of all long-term nonpermanent employees. This will enable us to monitor the state's compliance.	X		
10 Recruitment and Selection	Adopted the state's proposal to delete 10.04 language dealing with disqualification from applying for a state job.		X	
11 Employment Status	Adopted the state's proposal to change the language in 11.02.B to extend the probation period for employees who are promoted before finishing probation in the lower job class.		X	
12 Layoff	New language in 12.07.2 that expands layoff rights to employees who are appointed to another state job until they pass probation.	X		

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Article	Language Changed	Gain	Loss	Neutral
13 Contracting Out	New language requiring that the state prepare a written feasibility study to justify the privatization of state jobs.	X		
14 Notice of Discipline and Discharge	Same provisions as in current GGU contract.			X
15 Complaint Resolution Process	Same provisions as in current GGU contract.			X
16 Grievance – Arbitration	Updated contract language to comply with the state's current organizational structure.			X
17 Classification Reviews	New language that requires the state to conduct a classification study of the job series identified by the union as its highest priority during each year of the contract.	X		
18 Performance Evaluations and Incentives	Updated contract language to comply with the state's current organizational structure. New language that makes evaluations due thirty days after the employee's merit anniversary date.			X
19 Health and Security	Same provisions as in current GGU contract. The formula will increase the employer's contribution on July 1, 2007 by \$17 per member per month. The employee contribution will not increase on July 1, 2007. The amount of the employer and employee contribution in year 2 & 3 cannot be determined at this time.			X
20 Legal Trust Fund	Clarified that the Union can file a grievance if the state does not make the required contribution to the Legal Trust.	X		
21 Wages	A wage increase of 4% in first year, 3% in year two and 3% in year three. Converted the longevity steps to service steps.	X		
22 Overtime and Premium Pay	Provides for flex-time for overtime ineligible employees. Provides for a weekend differential for Class One employees eligible for a weekend differential.	X		
23 Meal and Relief Periods	Same provisions as in current GGU contract.			X
24 Holidays	Same provisions as in current GGU contract.			X
25 Annual and Sick Leave	Allows members to donate leave in 2 hour blocks instead of 4 hours.	X		
26 Personal Leave	Members now have immediate access to the medical leave bank to use on their first day of any illness.	X		
27 Shift Assignment	Same provisions as in current GGU contract.			X
28 Equipment and Clothing	Same provisions as in current GGU contract.			X

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29 Safety and Health	Same provisions as in current GGU contract.			X
30 Travel, Per Diem and Moving	Same provisions as in current GGU contract.			X
31 State Owned Housing	Same provisions as in current GGU contract.			X
32 Parking	Same provisions as in current GGU contract.			X
33 Protection of Rights	New language that provides that overpayments discovered more than a year later will be forgiven.	X		
34 Examination of Records	Same provisions as in current GGU contract.			X
35 Educational Advancement and Training	Same provisions as in current GGU contract.			X
36 Legal Indemnification	Same provisions as in current GGU contract.			X
37 Conclusion of Collective Bargaining	Same provisions as in current GGU contract.			X
38 Savings and Separability	Same provisions as in current GGU contract.			X
39 Superseding Effect of this Agreement	Same provisions as in current GGU contract.			X
40 Legislative Action	Same provisions as in current GGU contract.			X
41 Printing of this Agreement	Same provisions as in current GGU contract.			X
42 Duration of Agreement	July 2007- July 2010			X
Appendix A	Same provisions as in current GGU contract.			X
Appendix B	Same provisions as in current GGU contract.			X
Appendix C	Same provisions as in current GGU contract.			X
Appendix D	Changed effective dates.			X
Appendix E	Changed effective dates.			X
Appendix F	Changed effective dates. Replaced Youth Counselor job class with updated Juvenile Justice Officers.			X
Appendix G	Updated contract language to comply with the state's current organizational structure.			X

<b>Totals:</b>	<b>10</b>	<b>2</b>	<b>37</b>
	Gain	Loss	Neutral

**Attend a worksite meeting, contact a CNC member, or a Union office for further information.**