

TWU CONTRACT HIGHLIGHTS

Below is a summary of the tentative agreement. **Bargaining unit employees should review the full text prior to voting.** The full text is available on the Union Website.

- All bargaining unit employees will receive a 4% wage increase retroactive to October 1, 2016.
- The Positive Attendance Control and Evaluation Program (PACE) will no longer be in effect. Remember that our contract will still provide that workers can only be disciplined for just cause.
- The number of bargaining unit employees on full-time release for union representation will be reduced to eight (8) employees on full time release.
- The Member Assistance Program (MAP) shall be eliminated.
- Train Operators will go from pay step to pay range, progressing through the salary range in one-year increments of 5%.
- Employees will participate in the County's Group Health Insurance, including a Select Network/Managed Health Care Group Insurance Option and the MDC Jackson First/Managed Health Care Group Insurance Option.
- The Memorandum of Understanding on Joint Labor Management Efficiency Projects (Gearbox MOU) shall no longer be in effect.
- A Community Mentoring Initiative will be authorized in which employees may be granted one hour of administrative leave per week for volunteer work.
- Paid parental leave will be incorporated into the contract.
- Reference to "miss-out" will be removed from the contract.

Prior to voting, bargaining unit members may call the Union at 305-526-8077 with questions regarding this tentative agreement.