

August 28, 2024 Proposals

1. AFSCME-2025 EBH PROPOSAL LIST (8/28/24)
2. AFSCME-2025 CAREGIVER LEAVE PROPOSAL (8/28/24)
3. AFSCME-2025 DEATH IN IMMEDIATE FAMILY PROPOSAL (8/28/24)
4. AFSCME-2025 OVERTIME AND COMPENSATION PROPOSAL (8/28/24)
5. AFSCME-2025 PAYOUT OF VACATION AND HOLIDAY PROPOSAL (8/28/24)
6. AFSCME-2025 REPRESENTATION OF EMPLOYEES AND MEETINGS AND INVESTIGATIONS PROPOSAL (8/28/24)
7. AFSCME-2025 SICK LEAVE PROPOSAL (8/28/24)
8. AFSCME-2025 TELECOMMUTING PROPOSAL (8/28/24)
9. AFSCME-2025 TEMPORARY EXCEPTIONS PROPOSAL (8/28/24)
10. COMMERCIAL DRIVERS LICENSE AND CERTIFICATION PAY PROPOSAL (AIRPORT EMPLOYEE) (8/28/24)
11. DEPARTMENT OF ADMINISTRATION PROPOSALS (8/28/24)
12. PUBLIC HEALTH MANAGEMENT PROPOSALS (8/28/24)

September 9, 2024 Proposals

1. AFSCME-2025 EG 65 PROPOSALS (9/9/24)
2. AFSCME-2025 ACTING CLASS PAY HOURLY PROPOSAL (9/9/24)
3. AFSCME-2025 BILINGUAL PAY PROPOSAL (9/9/24)
4. AFSCME-2025 CAREGIVER LEAVE PROPOSAL (9/9/24)
5. AFSCME-2025 DISABILITY INSURANCE PROPOSAL (9/9/24)
6. AFSCME-2025 DISCIPLINE, SUSPENSION AND DISCHARGE PROPOSAL (9/9/24)
7. AFSCME-2025 HOLIDAY PAY PROPOSAL (9/9/24)
8. AFSCME-2025 PROBATIONARY PERIOD PROPOSAL (9/9/24)
9. AFSCME-2025 SALARY NOTIFICATION PROPOSAL (9/9/24)
10. AFSCME-2025 SUSPENSION OF NON-ESSENTIAL IN-PERSON OPERATIONS PROPOSAL (9/9/24)
11. AFSCME-2025 UNDESIRABLE HOURS PREMIUM PAY PROPOSAL (9/9/24)
12. AFSCME-2025 VEHICLE USE POLICY PROPOSAL (9/9/24)
13. DEPARTMENT OF ADMINISTRATION-PAYROLL-2025 EG 720 COMPENSATION FOR TRAINING OFFICERS PROPOSAL (9/9/24)
14. DEPARTMENT OF ADMINISTRATION-ER-2025 TRANSFERS, PROBATIONARY PERIOD, SENIORITY PROPOSAL (9/9/24)
15. DEPARTMENT OF HUMAN SERVICES-2025 EG 2634 PROMOTIONS PROPOSAL (9/9/24)

September 16, 2024 Proposals

1. AFSCME- 2025 AIR QUALITY PROTECTION PROPOSAL (9/16/24)
2. AFSCME- 2025 COMMERCIAL DRIVERS LICENSE PROPOSAL (9/16/24)

3. AFSCME- 2025 COMMUNITY SERVICE TIME OFF PROPOSAL (9/16/24)
4. AFSCME- 2025 EXCESSIVE HEAT PROTECTION PROPOSAL (9/16/24)
5. AFSCME- 2025 EXTREME COLD PROTECTION PROPOSAL (9/16/24)
6. AFSCME- 2025 GRIEVANCE PROCESS EBH INTERPRETATION PROPOSAL (9/16/24)
7. AFSCME- 2025 GRIEVANCE PROCESS FAILURE TO OBSERVE TIMELINES PROPOSAL (9/16/24)
8. AFSCME- 2025 HOLIDAY HOURS FOR ENTIRE SHIFT PROPOSAL (9/16/24)
9. AFSCME- 2025 HOURS OF WORK PROPOSAL (9/16/24)
10. AFSCME- 2025 JOB ANNOUNCEMENTS AND CLASS SPECS PROPOSAL (9/16/24)
11. AFSCME- 2025 LICENSES AND CERTIFICATIONS PROPOSAL (9/16/24)
12. AFSCME- 2025 OVERTIME AND COMPENSATION CAP PROPOSAL (9/16/24)
13. AFSCME- 2025 PARENTAL LEAVE FOR BOTH PARENTS PROPOSAL (9/16/24)
14. AFSCME- 2025 SICK LEAVE CAP PROPOSAL (9/16/24)
15. AFSCME- 2025 TEMPORARY/PROJECT POSITIONS PROPOSAL (9/16/24)
16. AFSCME- 2025 VACATION SABBATICAL BANK CAP PROPOSAL (9/16/24)
17. AFSCME- 2025 VEHICLE USE POLICY PROPOSAL (9/16/24)
18. AFSCME- 2025 EG 705 PROPOSALS (9/16/24)
19. AFSCME- 2025 EG 720 PROPOSALS (9/16/24)
- 20a. AFSCME- 2025 EG 2634 SENIORITY TRANSFER PROPOSAL (9/16/24)
- 20b. EG 2634- 2025 SENIORITY TRANSFER PROPOSAL (AMENDED 9/27/24)
21. AFSCME- 2025 EG 2634 PROMOTIONS PROPOSAL (9/16/24)
- 22a. EG 2634- 2025 SENIOR SOCIAL WORKER PROMOTION PROPOSAL (9/16/24)
- 22b. EG 2634- 2025 SENIOR SOCIAL WORKER PROMOTION PROPOSAL (AMENDED)
23. 2025-CAREGIVER LEAVE PROPOSAL (H. STRINGER) (9/16/24)
24. VICTIM WITNESS- 2025 FACILITY DOG HANDLER PROPOSAL (9/16/24)
25. WASTE & RENEWABLES- 2025 LTE HOURS NEEDED TO APPLY FOR OPEN POSITIONS (9/16/24)
26. DEPARTMENT OF ADMINISTRATION- 2025 DISMISSAL VIA JUDICIAL AUTHORITY PROPOSAL (9/16/24)
27. DEPARTMENT OF ADMINISTRATION- 2025 TELECOMMUTING PROPOSAL (9/16/24)
28. DEPARTMENT OF ADMINISTRATION- PAYROLL- 2025 COMPENSATION FOR TRAINING OFFICERS PROPOSAL UPDATE (9/16/24)
29. DEPARTMENT OF ADMINISTRATION- PAYROLL- 2025 ATTORNEYS HALF STEP PROPOSAL (9/16/24)
30. DEPARTMENT OF ADMINISTRATION- PAYROLL- 2025 VACATION PROPOSAL (9/16/24)
31. DEPARTMENT OF ADMINISTRATION- PAYROLL- 2025 VOLUNTARY LEAVE PROPOSAL (9/16/24)
32. DEPARTMENT OF ADMINISTRATION- ER- 2025 WAGE SCALE FOR JANITORS AND LEAD JANITORS (9/16/24)
33. PHMDC (S WANER)- 2025 ACPH FOR BILINGUAL PROPOSAL (9/16/24)

Proposal	Fiscal Impact?	Language drafted?	Proposed date
Bereavement Leave - Add generic bank of 8 hours per year for others not specifically listed elsewhere	Y	Y	08/23/2024
Caregiver Leave - expand to 160 hours	Y	Y	08/23/2024
Sick Leave - bump up related banks (80 / 100 hours?) according to increased sick leave earning rate (include Wellness, Attendance, etc.)/Vacation/Sabbatical Banks- increase	Y		08/23/2024
Vacation/Holiday -Allow for cash payments	Y	Y	08/23/2024
Caregiver Leave - Allow unused leave to be used for executor duties	N	Y	08/23/2024
Grievance Process - Add dual default language to sustain or deny grievances if other party does not respond in a timely manner	N		08/23/2024
Overtime and Compensation - Compensatory Time Cash Out - Add language in EG 65 EBH to all handbooks and expand to allow cash out twice a year.	N	Y	08/23/2024
Representation of Employees at Meetings - Weingarten rights, etc. want to put in EBH in case fed rules change	N	Y	08/23/2024
Telecommuting - Edit Temporary Exception language as necessary, add to EBH, make grievable	N		08/23/2024
Temporary Exceptions : AEC Surge Cleaning, 2024 Increase in Sick Leave Earnings, EG 65 Job Assignments; Standby Pay for RNG; Holidays, Immunization Coordinator	N	Y	08/23/2024