

AGREEMENT BETWEEN THE

CITY OF TULSA

AND THE

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
AIRPORT OFFICERS
LOCAL NO. 1180
AFL-CIO**

JULY 1, 2010 - JUNE 30, 2012

TABLE OF CONTENTS

PREAMBLE 1

ARTICLE 1- RECOGNITION..... 1

ARTICLE 2 – MANAGEMENT RIGHTS 2

ARTICLE 3 – SAVINGS CLAUSE..... 3

ARTICLE 4 - DURATION OF AGREEMENT..... 3

ARTICLE 5 – EFFECT ON PRIOR AGREEMENTS..... 6

ARTICLE 6 – NONDISCRIMINATION..... 6

ARTICLE 7 – DUES DEDUCTION AND MAINTENANCE OF MEMBERSHIP..... 7

ARTICLE 8 – STRIKES AND LOCKOUTS 8

ARTICLE 9 – LABOR-MANAGEMENT RELATIONS..... 8

ARTICLE 10 – UNION STEWARDS, GRIEVANCE COMMITTEE, AND BULLETIN
BOARDS 9

ARTICLE 11 – UNION VISITATION & NOTIFICATION..... 10

ARTICLE 12 – UNION BUSINESS..... 10

ARTICLE 13 – DISCIPLINE..... 13

ARTICLE 14 –CIVIL SERVICE COMMISSION DISCIPLINARY AND
PROMOTIONAL APPEALS 15

ARTICLE 15 – CONTRACT GRIEVANCE AND ARBITRATION PROCEDURE 17

ARTICLE 16 – PERFORMANCE EVALUATION 20

ARTICLE 17 – HEALTH AND SAFETY..... 21

ARTICLE 18 – RETIREMENT 22

ARTICLE 19 – PAY ADMINISTRATION..... 22

 PROMOTION..... 23

 DEMOTION 23

 RECLASSIFICATION 23

 SHIFT DIFFERENTIAL 24

 OUT-OF-CLASSIFICATION PAY 24

 PAYMENT OF BACK CLAIMS..... 25

ARTICLE 20 – DEFERRED COMPENSATION..... 25

ARTICLE 21 – MEDICAL AND DENTAL INSURANCE	25
ARTICLE 22– SENIORITY.....	26
ARTICLE 23 –HIGH PERFORMANCE GOVERNMENT (HPG) EMPLOYEE SUGGESTION PROGRAM.....	27
ARTICLE 24 – HOURS OF WORK AND REST PERIODS.....	27
ARTICLE 25 – LEAVE OF ABSENCE WITHOUT PAY.....	29
ARTICLE 26 – CALL-IN AND STAND-BY	30
ARTICLE 27 – REDUCTION IN FORCE	31
ARTICLE 28 – HOLIDAYS	32
ARTICLE 29 – VACATIONS.....	34
ARTICLE 30 – FUNERAL LEAVE	36
ARTICLE 31 – SICK LEAVE	37
ARTICLE 32 – INJURY, VOTING, AND MILITARY LEAVE.....	39
ARTICLE 33 – COURT LEAVE.....	39
ARTICLE 34 – OVERTIME.....	39
ARTICLE 35 – TRAINING	41
ARTICLE 36 – COMPENSATORY LEAVE.....	42
ARTICLE 37 – EXCHANGE OF DUTY	42
ARTICLE 38 – RECLASSIFICATION AND PROGRESSION.....	42
ARTICLE 39 – PROMOTIONS.....	43
ARTICLE 40 – EQUIPMENT, PROTECTIVE GEAR AND UNIFORMS	44
APPENDIX A - AIRPORT OFFICER (AO) PAY SCHEDULE	47
APPENDIX A-1 - AIRPORT OFFICER (AO) PAY SCHEDULE	48
APPENDIX A-2 - EXPERIENCE AND STEP PLACEMENT GUIDELINES	49
APPENDIX B – WORK RULES FOR PERSONAL CONDUCT	50
APPENDIX C – DEFINITIONS	54
APPENDIX D - CONTRACT GRIEVANCE FORM.....	55

PREAMBLE

This Agreement, entered into by and between the City of Tulsa, Oklahoma, a municipal corporation hereinafter referred to as “City” or “Employer,” and Local No. 1180, American Federation of State, County and Municipal Employees (“AFSCME”), AFL-CIO, has as its purposes the promotion of harmonious relations between the Employer and AFSCME Local 1180 and the establishment of an equitable and peaceful procedure for the resolution of differences; to insure the well-being of employees and the efficient and economical operation of the department in which they are employed; and the establishment of rates of pay, hours of work and other conditions of employment.

Appendices to this Agreement are:

Appendix A - Pay Schedule

Appendix A-1 – Experience and Step Placement Guidelines

Appendix B - Work Rules for Personal Conduct

Appendix C – Definitions

Appendix D – Contract Grievance Form

ARTICLE 1- RECOGNITION

Section 1.1 Employer recognizes Union as the exclusive bargaining agent for all permanent non-probationary Employee(s) (as defined in Appendix C) or “bargaining unit members” in pay codes AO-01 through AO-02. The class titles “Airport Officer” and “Senior Airport Officer” were changed to reflect and recognize the airfield safety and security as well as the law enforcement functions performed by the personnel in this division.

Section 1.2 For the purpose of this Agreement, a probationary Employee shall be defined as an Employee who has served less than one (1) year from the original appointment date or the most recent rehire date as an Employee. Probationary Employees shall be covered under the terms and conditions of employment set forth in this Agreement, except that probationary Employees shall have no right of appeal, due process, or property rights in their positions until after completing the probationary periods as specified by the Civil Service Commission and this Agreement. Nor shall the just cause standard apply to probationary employees.

Section 1.3 The use of masculine or feminine gender in this Agreement shall be construed as including both genders. Reference to AFSCME Local 1180 shall mean the composite AFSCME Union. Whereas, the term “Union” will specifically refer to the Airport Officer bargaining unit.

Section 1.4 New Employees shall be allowed to attend a brief orientation on paid City time that shall include Union presentations by Union representatives authorized by the Union President. The Union representative used for such orientation shall not be on duty

or attending at a time that would interfere with regular work hours or require special leave approval. The City shall allow the Union this orientation opportunity either at regularly scheduled orientations of City employees or at a time determined by the City but normally within six (6) months of original hire. Union presentation timeframes, including allowing new Employees to ask questions, shall not exceed fifteen (15) minutes. Bargaining unit Employees will be required to attend the orientation. The Union's presentation and written materials are subject to the Human Resources Director's approval. The Collective Bargaining Agreement will be posted on the City's intranet.

ARTICLE 2 – MANAGEMENT RIGHTS

Section 2.1 Union recognizes the prerogative of Employer to operate and manage its affairs in all respects and in accordance with all applicable laws and with its responsibilities; Employer retains all other rights in accordance with the Constitution and laws of the State of Oklahoma and the responsibilities and duties contained in the Charter of the City of Tulsa and the ordinances and regulations promulgated thereunder, and the City's Personnel Policies and Procedures Manual, and the powers of authority which Employer has not officially abridged, delegated, granted or modified by the Agreement are retained by Employer; and all rights, powers, and authority Employer had prior to the signing of this Agreement are retained by Employer and remain exclusively without limitation within the rights of Employer. Such rights include, but are not limited to, the rights outlined below.

- (1) To direct the work of municipal employees to include:
 - (a) determining City policy, mission and operations, including the rights to manage the affairs of the City in all aspects;
 - (b) assigning and determining working hours, including overtime, and allocating and assigning work or duties to employees of the City;
 - (c) managing and directing the employees of the City of Tulsa, including the right to hire, evaluate, assign, schedule, examine, classify, train, promote, transfer, furlough, or lay off, or to discharge, suspend, demote or discipline any City employee, whether probationary or non-probationary;
 - (d) determining the table of organization of the City of Tulsa, including the right to organize and reorganize, to determine job classifications and ranks, to determine the number of employees to be employed, to determine staffing of shifts and departments, and to determine the standards of performance of employees;
 - (e) determining the safety, health and property protection measures for the City of Tulsa;

- (f) establishing, modifying and enforcing rules, regulations, policies, procedures, directives and orders;
 - (g) determining the methods, means, tools, procedures, location and personnel by which the operations of the various departments of the City are to be conducted, including the right to contract existing and future work;
 - (h) introducing new, improved, or different methods and techniques of operation for the various departments, or change or eliminate existing methods and techniques;
 - (i) maintaining the efficiency of operation of the City of Tulsa;
 - (j) determining the amount of supervision necessary; and,
 - (k) determining and controlling City budgets.
- (2) To determine the qualifications for employment and the nature and content of personal examinations; and,
- (3) To take actions as may be necessary to carry out the City's mission in emergencies.

Section 2.2 It is also understood and agreed that in the event the Employer should waive, knowingly or otherwise, any right it may have, when the Employer believes it is in the best interest of the Employee and Employer, the waiver of such right shall establish no precedent and such right shall establish no precedent and such right shall not be reduced, diminished, or lost in any other event or action, past, present, or future.

ARTICLE 3 – SAVINGS CLAUSE

Should any Article, Section, or portion of this Agreement be held unlawful and unenforceable by any court of competent and final jurisdiction, or by reason of any existing or subsequently enacted legislation, such decision of the court and/or legislation shall apply only to the specific Article, Section, or portion involved and shall not invalidate the remaining portions of this Agreement.

ARTICLE 4 - DURATION OF AGREEMENT

Section 4.1 This Agreement shall become effective on July 1, 2010, and shall remain in full force and effect until Midnight, June 30, 2012; however, any economic provisions hereof, which are to become effective throughout the City's fiscal year beginning on July 1, 2011, are subject to the appropriation of adequate and sufficient funds by the City of Tulsa and the Agreement for FY 11-12 will not be finalized until appropriation of adequate and sufficient funds. In the event of failure of the City to appropriate said

funds, said economic provisions set forth to become effective throughout FY 11-12 shall be deemed null and void without further action by either party to this Agreement. In such event the City and Union shall enter into negotiations for FY 11-12 upon said economic provisions. The remainder of this Collective Bargaining Agreement shall remain in full force and effect until Midnight, June 30, 2012. The parties agree that this Collective Bargaining Agreement may be extended after June 22 of each fiscal year by a written executed Memorandum of Understanding through affirmative action of the parties, for successive periods of one (1) year each.

Section 4.2 Representatives of the City of Tulsa, under supervision of the Human Resources Director or designee, shall meet at reasonable times with agents of the Union to confer in a good faith effort to reach agreement with respect to conditions of employment affecting Employees. Whenever wages, rates of pay or any other matters requiring the appropriation of funds are to be included as a subject of collective bargaining, the Union shall notify the Human Resources Director or designee, in writing, no later than the last Friday in January immediately prior to the beginning of a new fiscal year for which no collective bargaining agreement has been negotiated. Negotiations for a new collective bargaining agreement shall begin no earlier than the first working day in February and no later than the first working day in March.

Section 4.3 Once a tentative collective bargaining agreement has been reached, the Union shall submit it to its membership for a ratification vote as soon as possible, but in no case to exceed thirty (30) calendar days. Any collective bargaining agreement shall always be subject to the appropriation of adequate and sufficient funds by the City Council in any fiscal year the agreement is intended to be effective. In the event that the Union's bargaining agent and the City representative are unable, within thirty (30) calendar days from and including the date of the first meeting, to reach an agreement on a collective bargaining agreement, any and all unresolved issues shall be submitted to dispute resolution upon written request of either party. Such request shall not preclude nor obligate the parties from continuing negotiations to reach a mutually agreeable collective bargaining agreement. Within ten (10) calendar days from the date of a request for dispute resolution, the Union's bargaining agent and the City's representative shall reduce to writing all outstanding issues in negotiations, which shall be submitted to dispute resolution. Thereafter, the parties shall jointly request a hearing before an arbitrator.

Section 4.4 Arbitration proceedings shall then be effected by reducing to writing all outstanding issues in negotiations which shall be jointly submitted to dispute resolution. Thereafter, the parties shall request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service. The representatives shall meet within five (5) working days after receipt of the list and strike names alternately from the list until one (1) remains. The Party requesting arbitration shall strike first. The arbitrator selected shall call a hearing to be held within thirty (30) days after the arbitrator receives notification of his/her selection and the parties and the arbitrator agree on possible dates. The hearing shall be informal and the rules of evidence prevailing in a court of law shall not be binding. Any and all documentary evidence and other data deemed relevant to the

arbitrator may be received in evidence. The hearing shall be concluded within twenty (20) calendar days of commencement and the arbitrator shall issue written finding and recommendations with respect to all issues presented within sixty (60) calendar days of conclusion of the hearing. A copy of the arbitrator's recommendation shall be mailed or delivered to both parties.

Section 4.5 An agreement of the parties, or an arbitrator's award resulting from Section 4.4 above, will be finalized through the processes set forth in the City of Tulsa Collective Bargaining Ordinance and Personnel Policies and Procedures.

Section 4.6

- (a) For fiscal year 2009-2010 if the City voluntarily offers either of the wage increases specified in (a)(1) or (a)(2) below and as further defined in (b) below to all the employees of any other bargaining unit in the City, then the City will offer the same increase as applicable to eligible employees in the bargaining unit covered by this Agreement for FY 2009-2010:
 - (1) An “SPI” increase, which is defined as a satisfactory performance increase. For example, if the City voluntarily offers and funds an SPI to another bargaining unit under the terms of the other bargaining unit’s collective bargaining agreement, then the City would offer an “SPI” (as defined in this section) for fiscal year 2009-2010 to all eligible employees of this bargaining unit under the terms of the collective bargaining agreement applicable to this bargaining unit. The parties recognize that the percentages for SPIs and other terms regarding SPIs may differ under the different collective bargaining agreements covering different bargaining units in the City. The parties agree that the only SPI that employees in this bargaining unit could receive under this section is an SPI under the terms of this Agreement.
 - (2) An “across-the-board” increase, which is defined as one set percentage increase that is the same to all employees of a bargaining unit. For example, if the City voluntarily offers and funds all the employees of another bargaining unit an across-the-board increase of 1%, then the City would offer the employees in this bargaining unit a 1% across-the-board increase for FY 2009-2010.
- (b) The parties agree that the terms “SPI” and “across-the-board” do not include any type of wage increase other than those specifically defined in subsections (a)(1) and (a)(2), respectively, of this section. The parties agree that the terms “SPI” and “across-the-board” specifically exclude any and all other types of wage increases, such as, without limitation, any of the following: a wage adjustment for an individual employee; a wage adjustment based on a promotion; a wage adjustment based on a position reclassification; a wage adjustment based on a progression; a wage adjustment to any employee with an individual contract; a

wage adjustment made to any group of employees that is not an entire bargaining unit; any wage adjustment that is not voluntarily offered by the City; any adjustment made under a High Performance Government Initiative as adopted by the Mayor; any wage adjustment made via a departmental reorganization; any wage adjustment awarded via interest arbitration or an election on last best offers; any wage adjustment awarded via grievance arbitration; or any wage adjustment made via another unit “buying” an SPI or other increase by giving up another benefit or benefits, or otherwise funding it within the existing departmental budget.

- (c) If an across-the-board increase or SPI is awarded to another bargaining unit via the contract resolution process applicable to that bargaining unit, the parties agree to reopen negotiations on the issue of wages only within 30 days after the resolution of that bargaining unit’s collective bargaining agreement.

ARTICLE 5 – EFFECT ON PRIOR AGREEMENTS

This Agreement shall supersede and take precedence over all agreements, supplemental agreements, amendments, attachments to agreements, letters of understanding and similarly related documents executed between the City and the Union prior to the signing of this Agreement, provided that all rights and obligations, monetary or otherwise, which may have accrued because of services rendered prior to the effective date of this Agreement, shall be satisfied or discharged.

ARTICLE 6 – NONDISCRIMINATION

Section 6.1 The Employer and the Union jointly agree that there shall be no discrimination against any Employee in any manner which would violate any applicable laws or because of race, color, sex, age, religion, political beliefs, national origin, ancestry, disability, or sexual orientation in any manner involving employment – including recruitment, advertising, appointment, promotion, layoff, compensation, benefits, training, selection for training, or any other terms, conditions or privileges of employment.

Section 6.2 An Employee shall not be discriminated against because of his/her status of Union membership or non-membership or for exercising any rights under this Agreement. This shall include, but not be exclusive of, filing of grievances or participating in investigations, organizing, negotiating, or otherwise supporting the Union.

Section 6.3 Employer and the Union and all its members agree to support and promote the objectives set forth in Employer’s Affirmative Action Program established to insure equal employment opportunity. The parties agree that AFSCME Local 1180 shall have one representative on the City’s Affirmative Action/Equal Employment Opportunity Committee that is established to review the employment practices of the City and, if deficiencies are found, to recommend and support the implementation of appropriate corrective actions related to those deficiencies.

Section 6.4 All grievances regarding discrimination under this Article shall be filed under the rules outlined in Section 104 of the Personnel Policies and Procedures Manual.

Section 6.5 The City and the Union acknowledge that harassment does not provide evidence of discrimination in every instance. The parties recognize that Work Rule R-29 is set forth to preclude any Employees from threatening, intimidating, harassing, coercing or interfering with other Employees on the job. The Union and the City agree no action in violation of Work Rule R-29 shall be accepted, condoned or allowed within the City workplace. All unresolved harassment issues, not involving protected class discrimination, shall be administered through Article 15 processes within this Agreement.

ARTICLE 7 – DUES DEDUCTION AND MAINTENANCE OF MEMBERSHIP

Section 7.1 Employees may authorize payroll deductions for the purpose of paying Union dues and the Employee agrees to make payroll deductions in the amount certified by AFSCME Local 1180. No authorization shall be allowed for payment of initiation fees, assessments, or fines. The dues deduction form shall be approved by the City, provided by and copied by the Union with the Employee retaining one copy and the City receiving one copy at the Finance Department Payroll Office. Employees who move to positions outside of this bargaining unit shall notify their payroll clerk in writing of such move. Upon receipt of written notification, the City shall cease such deductions.

Section 7.2 If the Union elects to establish payroll deductions for the purpose of dues payment, it will so notify the City as to the amount requested. The City agrees that deduction of Union dues for the prescribed period of time shall be authorized by the Employee's signature on the Union Authorization Card.

Section 7.3 Payroll deductions for Union membership shall be for a one year period and shall automatically be renewed for successive similar periods unless revoked by proper signatures on a form provided by AFSCME Local 1180. One-half of the monthly Union dues shall be deducted from each paycheck and the dues received will normally be delivered to the Treasurer of AFSCME Local 1180 not later than ten (10) days after the deduction. The payroll deduction shall be revocable by Employee notifying the City in writing. The Union shall be notified of any revocation and receive a monthly dues deduction exception report.

Section 7.4 Prior to changing the requested amount of dues check-off the Union shall notify the City of such change in writing thirty (30) days in advance and in accordance with Section 7.2 above. Union shall indemnify, defend, and hold the City harmless against any claims made and against any suits instituted against Employer on account of payroll deduction of Union dues.

ARTICLE 8 – STRIKES AND LOCKOUTS

Section 8.1 No strikes of any kind shall be caused or sanctioned by the Union or Employees. The Union or Employees shall neither cause nor counsel any person to hinder, delay, limit, or suspend the continuity or efficiency of the City's function, operation, or service for any reason, nor shall it in any manner coerce, intimidate, instigate, induce, sanction, suggest, conspire with, promote, support, sponsor, engage in, condone, or encourage any person to participate in any strike, slowdown, mass resignation, mass absenteeism, or any type of concentrated work stoppage. Violation of this paragraph shall be grounds for disciplinary action, including discharge for all such Employees involved. A permanent Employee who believes that such discipline or discharge by the City was not justified shall have recourse through the Grievance Procedure.

Section 8.2 Upon notification confirmed in writing by the Employer that a strike, mass absenteeism, slowdown, or any type of concerted work stoppage is in progress, the Union shall notify Employees to return to work and shall take all reasonable action to secure the Employees' return to work as promptly as possible.

Section 8.3 The City agrees that no lockout of Employees shall be instituted.

ARTICLE 9 – LABOR-MANAGEMENT RELATIONS

Section 9.1 Representatives of the Union, not to exceed five (5) in number including at least one (1) representative of each shift, and representatives of the Employer, shall meet at least quarterly at mutually agreed upon times for up to two (2) hours to discuss matters of mutual concern relating to the interpretation, application, or administration of this Agreement and existing work rules which affect the members of the bargaining unit. Each party shall prepare and submit an agenda to the other party one (1) week prior to the scheduled meeting.

Section 9.2 Meetings shall be scheduled during normal working hours on the Employer's premises and the City shall pay up to three (3) Union representatives their normal rate of pay if they are currently on their regularly assigned shift.

Section 9.3 The parties agree that these meeting shall include discussions involving productivity and efficiency to provide recommendations to the Mayor on ways to affect efficiencies and/or eliminate waste within City operations.

Section 9.4 The parties agree to form a joint committee to discuss the structure of the AO work group. The purpose of the committee is to research and study the possibility of restructuring the AO work group which may include modifications to the organizational chart, essential job functions and job descriptions. The recommendations of the committee shall be forwarded to Human Resources for review and are subject to the approval of the Mayor or designee. The committee will be comprised of no more than three representatives each of management and the Union not including Human Resources representatives and the Union President.

**ARTICLE 10 – UNION STEWARDS, GRIEVANCE COMMITTEE, AND
BULLETIN BOARDS**

Section 10.1 Employees within the bargaining unit shall be represented by three Stewards selected from different work shifts with one of the Stewards designated as the Chief Steward. The Union shall furnish the Human Resources Department a written list of names of the Stewards and shall keep the list current at all times. Union Stewards shall be elected in accordance with the bylaws of Local 1180.

Section 10.2 Before investigating or engaging in any activity relating to bargaining unit grievances, a Union Steward shall request authorization from his/her immediate supervisor to engage in such activity. Upon authorization from his/her supervisor, the Steward shall be allowed a reasonable time to discuss and/or investigate an alleged or actual grievance or attend disciplinary and grievance hearings without loss of pay for such time spent up to a maximum of two (2) hours per week, or four (4) hours per week for the Chief Steward. No more than one Steward shall attend any grievance hearing, and all time utilized by Stewards during work hours shall be based on pre-approval from supervision to ensure adequate staffing levels are maintained. Any Employee who requests to discuss a grievance matter with a Steward during working hours shall first request and receive the authorization of his/her immediate supervisor.

Section 10.3 The Grievance Committee for AFSCME Local 1180 shall be composed of the Executive Board and the Chief Steward(s). The Grievance Committee Members shall request authorization from their supervisors prior to attending a Human Resources Director or designee's grievance meeting for a member of the bargaining unit and shall receive their regular compensation for such time spent during regularly scheduled working hours in accordance with the provisions of this Agreement.

Section 10.4 All Union business shall be conducted at a time and location to cause the least possible interference with the work assignments of Stewards and/or other Employees.

Section 10.5 Employer agrees to allow AFSCME Local 1180 a bulletin board at the Airport Squad Room.

Section 10.6 The bulletin board shall be used for the purpose of posting notices of AFSCME Local 1180 meetings, AFSCME Local 1180 elections, AFSCME Local 1180 election returns, AFSCME Local 1180 appointments to office, AFSCME Local 1180 recruitment, education, recreational, and social affairs, and such other matters as may be agreed upon by AFSCME Local 1180 and Employer.

Section 10.7 It is understood that material of a political, controversial, or inflammatory nature shall not be posted. The Director or designee shall be authorized to remove any material from the bulletin board which does not conform to the intent of this Article.

Section 10.8 It shall be the responsibility of the AFSCME Local 1180 Union to maintain the bulletin board, to insure prompt removal of outdated materials, and further insure that

the posting of such material is limited only to display on the bulletin board provided in Section 10.5 above.

ARTICLE 11 – UNION VISITATION & NOTIFICATION

Section 11.1 Whenever Union business is to be conducted within the Airport operations area, the authorized representatives of the Union shall first report to an appropriate supervisor. Upon receiving authorization by the supervisor, the Union representative will be permitted to enter the premises to carry out his/her transaction in a location designated by the supervisor. Time spent in such transactions shall be kept to a minimum and shall not interfere with normal work activities of City Employees. Union visitation may occur only in the Tulsa Airport Authority's small or large conference room, the Operations Training Room, or the Operations Office area on the second floor.

Section 11.2 Management shall provide the Union, the Human Resources Director or designee, and make available to all bargaining unit members a copy of all proposed written personnel policies or non-operational work rule changes affecting Employees within that work area as soon as reasonably possible. Such issues shall be presented at least thirty (30) calendar days prior to implementation in order to provide the Union, all bargaining unit members, the Human Resources Director or designee, or any other non-union Employees within the workgroup an opportunity to provide feedback. Policies and work rules which may contain Sensitive Security Information protected and controlled under 49 CFR Part 1520 will not be released.

ARTICLE 12 – UNION BUSINESS

Section 12.1 The City agrees to provide time off with pay for a period not to exceed five (5) working days for one (1) representative from each of the AFSCME Local 1180 units in addition to the President to attend the National Convention of the AFSCME held once every two (2) years.

Section 12.2 The City agrees to provide time off with pay for a period not to exceed three (3) working days for one (1) representative from each of the AFSCME Local 1180 units in addition to the President to attend the State AFL-CIO Convention held annually.

Section 12.3 The Union will notify the City at least two (2) weeks prior to the State and National Convention which Employees will attend.

Section 12.4 The City agrees to provide time off for three (3) Employees to act as the negotiating team for Local 1180. Employees who are designated as members of the negotiating team shall request authorization of their supervisor prior to attending negotiation meetings with representatives of the City and shall be compensated for such time so engaged during the Employee's regularly scheduled working hours.

Section 12.5 The duly elected President and Vice President of Local 1180 of the American Federation of State, County and Municipal Employees work groups shall be from any of the bargaining units and shall preside over the bargaining groups of AFSCME.

Section 12.6 In lieu of exercising the option provided for under Section 12.9, the duly elected Union President of Local 1180 shall be allowed a maximum of eight (8) hours per week with pay to conduct Union business. This eight (8) hour per week availability shall also apply to the Vice-President, in addition to other hours allocated, if it is clearly necessary for him/her to assume the duties of the President due to absence of the President for periods in excess of four (4) consecutive workdays and upon proper forty-eight (48) hour pre-notification to Employer in writing. The parties agree Section 12.9 is inapplicable to the Vice-President in such instance. The Union President may use these eight (8) hours to conduct grievance investigations or any other Union related activities.

Section 12.7 In view of Section 6 above, the City will attempt to assign the President to a normal Monday through Friday work schedule. Availability of shift, training and skills of the Union President shall be factors considered by the City in making such a shift assignment decision.

Section 12.8 The City agrees to provide a maximum of six (6) hours time off with pay per week for the duly elected Vice President of Local 1180 to attend to the duties of that office. It is understood that these six (6) hours shall not be affected (increased) by the Vice-President's participation as a steward, grievance committee member or any other role which would normally include specified time off. The City agrees to provide a maximum of four (4) hours time off with pay per week for the duly elected Secretary Treasurer and four (4) hours time off with pay per week for the duly elected Recording Secretary of Local 1180 to attend to the duties of those offices, provided that the Secretary Treasurer, Recording Secretary, and any Chief Steward are from separate work units. All hours worked (per this Section) conducting Union business during the Employee's normal work schedule shall count as regular hours worked for the purposes of calculating overtime.

Section 12.9 The duly elected President of Local 1180 of the American Federation of State, County and Municipal Employees shall be granted an option (and at his/her discretion) to be placed within an administrative Employee/Labor Relations capacity reporting to the Human Resources Director in lieu of Section 12.6 above and subject to the following conditions:

- A. The President shall receive reasonable assignments and work completion timeframes involving special assigned projects related to Employee/labor relations studies, surveys or other Employee issues as determined and directed by the Human Resources Director and for the purposes of ensuring the effective and efficient use of personnel within the bargaining unit and/or other work areas of the City of Tulsa as it may affect the bargaining unit.
- B. The President shall work within a forty (40) hour schedule as a non-exempt Employee, requesting and reporting leave per the standard Human Resources

methodologies through the Human Resources Director and the department's payroll clerk. The President shall be subject to the provisions of the Agreement that is applicable for his/her pay designator at the time of election. The President shall be allowed to determine specific flex hours as reasonable and necessary to conduct Union business. The parties agree and understand that neither City projects nor Union business shall result in any additional overtime costs to the City of Tulsa. Payment or consideration of additional hours determined necessary by the Union, if any, shall be the responsibility of the Union. The President shall also be considered a regular City Employee with regard to other normal employment rights, obligations and standards, as would apply to other City Employees. Office space for the President shall continue to be provided by and be an obligation of the Union.

- C. The President shall be allowed to perform Union business in an unimpeded manner and to set work priorities and time schedules that will reasonably enable him/her to fully perform the necessary duties of the office of AFSCME President as well as perform special assigned projects.
- D. The President's pay obligation from the City of Tulsa shall be set based on the wage level that would have been normally expected based on his/her City position and wage level prior to his/her becoming Union President. The Union may establish a higher salary level for the Union President, but shall be obligated to pay a specific amount of money on a monthly basis to the City to cover the additional salary, FICA and City pension payment costs above and beyond the costs the City would incur by providing the normal wage based salary to the President.
- E. The President's prior position and leave accruals, if any, will be transferred from his/her old department and assigned and held within the Human Resources Department during the term of the presidency, with an understanding the position, remaining leave accruals and the President will return to the originating department upon termination of his/her term in office or employment with the City of Tulsa. During this leave of absence from his/her prior department, the President shall be considered to retain all seniority rights and accrual of said seniority, as well as all other benefit and pension service credits, including normal paid leaves.
- F. The President shall be ineligible for promotional consideration unless he/she agrees to forfeit the presidency at the time of any such job offer. In any such case, the President must resign from the presidency and assume the new position within thirty (30) calendar days, with an understanding that he/she will be ineligible to return to the position of Union President or Vice President for at least a two year timeframe.
- G. The City shall provide the President with all benefit options and shall pay the City's portion of all benefit costs as would apply to other AFSCME bargaining unit Employees, except as specifically noted with regard to any Union determined additional salary (if any), as well as the related additional FICA and MERP contributions within this Section.

- H. The parties agree that the President's term in office shall not be less than a two (2) year period in order to utilize the option provided within this Section. In the event that the President has been granted a two (2) year leave of absence in accordance with this Article and becomes permanently incapacitated or resigns at least three months prior to the end of his/her term as President, the Vice President of Local 1180 may have the option of completing the President's remaining leave of absence subject to the approval of the Union and the provisions of this Section.

ARTICLE 13 – DISCIPLINE

Section 13.1 The City reserves the right to discipline or discharge any non-probationary Employee for just cause. Any such discipline or discharge shall be subject to the Grievance or Appeals Procedure, as outlined in Article 14 and Article 15. In the administration of this Article, discipline shall be expedient, progressive in nature, based upon the circumstances of the offense and the Employee's performance record, and be corrective rather than punitive (except in the case of termination). For the purposes of this Article, expedient shall be defined as fifteen (15) calendar days from management becoming aware of the alleged misconduct. If the disciplinary review process is expected to take longer than fifteen (15) calendar days, the Employee shall be given written notice including the reason for delay and the expected date that the disciplinary process may be completed. This principle shall not apply to deliberate or serious offenses which may lead to an immediate demotion or discharge. Pursuant to the City of Tulsa Charter and Civil Service rules, probationary Employees have no due process or property rights in their positions until after completing the initial probationary period, which shall mean probationary Employees cannot file disciplinary related grievances or appeals, or be the subject of such grievances or appeals.

Section 13.2 The City and Union agree Employees shall be treated consistently as concerns the application of discipline and/or other actions regarding work rules as found within Appendix B, Work Rules for Personal Conduct. This shall not preclude the rights of individual departments and managers to set forth specific rules or manners of operating their work areas which are related to the provision of specific services of their work sections.

Section 13.3 If it is necessary to interview an Employee to discover information as part of an investigation, and the Employee has a reasonable belief that the interview may result in disciplinary action, the Employee has the right, upon request, to have a Union Steward or representative present. Management is not required to inform the Employee of his/her witness rights; it is the Employee's responsibility to know and request Union representation. The Union Steward or representative shall be told the purpose of the meeting and be given reasonable time to confer with the Employee before the meeting. Employees have the right to refuse to participate in such a meeting if management denies union representation and continues to question the Employee.

Section 13.4 For minor offenses by an Employee, management has a responsibility to discuss the matter with the Employee. Counseling of this type shall be held in private, away from the Operations area, between the Employee and the supervisor. Counseling is not considered discipline and is not subject to the Grievance Procedure. A written Employee

Counseling Record may be completed to document such counseling with a copy provided to the Employee. The Employee may provide a written response, which shall be retained with the written Employee Counseling Record. It is understood informal counseling sessions occur from time to time which may not be documented in any manner. Employee Counseling Records shall not be placed in the Employee's official Human Resources Department file.

Section 13.5 Employees shall be allowed to review and copy contents of his/her Human Resources personnel file under appropriate supervision at any reasonable time and challenge any information maintained in the file. Stewards or other union representatives shall be allowed to review and copy the contents of an Employee's Human Resources personnel file with dated, written authorization from such Employee. Employees who wish to review their own department personnel file folder should contact the Airport Safety Supervisor. With reasonable advance notice, Employees may review their own department personnel file in the office in which they are kept and in the presence of the on-duty shift Supervisor. No complaint which is unfounded or not sustained will be maintained in an Employee's personnel file.

Section 13.6 Employees shall be given the opportunity to have a Union Steward or representative, chosen by the Employee, present in any disciplinary hearing. Employees shall be notified in writing of any pre-action or pre-termination hearing at least two (2) working days prior to such hearing. The written notification of hearings shall include: 1) general information concerning the alleged offense(s); 2) the work rule(s) violated (if any); 3) the policy or procedure(s) violated (if any); 4) the time, date and place of hearing; and 5) the right to have a Union Steward or representative at the hearing.

Section 13.7 Notice of a pre-action hearing means that an Employee is being considered for discipline involving a written reprimand, vacation reduction, suspension, or demotion as a possible outcome of the hearing. Notice of a pre-termination hearing means that the Employee is being considered for any level of discipline up to and including discharge as a possible outcome of the hearing. In cases involving a written reprimand, the Employee may waive the right to a hearing by initialing a waiver of hearing notation on the disciplinary action form.

Section 13.8 Disciplinary hearings involving only a written reprimand shall not require a certified hearing officer, but shall require a hearing officer from outside the department with the hearing process conducted in a similar manner. Discipline above the level of a written reprimand shall require a certified hearing officer from outside the department. An Employee must be afforded the opportunity to hear and discuss the charges and major supporting evidence against him/her prior to any decision being made. Upon conclusion of a disciplinary hearing, the Union Steward or representative shall be afforded the opportunity to meet privately with the hearing officer for no more than fifteen (15) minutes prior to the hearing officer meeting with management representatives. Hearings shall be conducted by an impartial hearing officer designated by the department head.

Section 13.9 Discipline shall include: written reprimands, vacation reductions, suspensions, demotions, and discharges. Employees disciplined shall be given a copy of such discipline at the time such action is taken. This document shall include the specific reasons for such discipline such as approximate time and location of misconduct; specific work rule or regulation violated, action of the Employee, and if appropriate, recommend corrective action to the Employee. An Employee shall have the right to appeal or grieve such discipline as provided under Article 14 or Article 15 of this Agreement.

Section 13.10 Pending a pre-action or pre-termination hearing, the City may place an Employee on paid administrative leave until investigation of the incident is completed. The Employer shall normally hold a pre-action or pre-termination hearing no less than two (2) working days and within five (5) working days of the paid administrative leave, or as soon as reasonably possible. When an Employee is on paid administrative leave, the Department shall have sole authority to extend the five (5) working day requirement due to investigation process considerations and/or upon receipt of an extension request from the Union. If the Employee has been involved with a possible criminal offense, the Employee shall normally be placed on either authorized personal leave or leave without pay and the timeframes for investigation and the pay status determination shall be solely at management's discretion.

Section 13.11 It is understood that previous disciplinary issues shall be considered part of the progressive disciplinary process regardless of similarity. The parties agree this principle shall not require a manager to escalate discipline due to varied, minor offenses. Disciplinary actions shall normally be considered in future disciplinary reviews for a maximum of only two (2) years, except in cases involving unusually serious offenses including but not limited to allegations of discrimination or sexual harassment, or harassment based on other protected characteristics. Any documentation relating to a specific disciplinary action overturned through either the grievance or appeal procedure shall be purged and expunged from the Employee's Human Resources Department file and the Employee's official personnel file within his/her department. Any disciplinary actions overturned in the grievance or appeal procedure shall not be considered in future disciplinary actions.

Section 13.12 It is agreed reduction of accrued vacation in lieu of suspension is an effective means of corrective discipline. An Employee who commits an offense for which the Employee could be suspended, may, at the sole discretion of the Employee's supervisor, be offered a vacation leave accrual reduction in lieu of suspension, which, if accepted, shall be considered a suspension for purposes of progressive discipline. Only one vacation leave accrual reduction may be imposed during any twelve (12) month period. Vacation Leave accrual reduction shall be limited to a maximum of five (5) days and shall not be grievable.

ARTICLE 14 – CIVIL SERVICE COMMISSION DISCIPLINARY AND PROMOTIONAL APPEALS

Section 14.1 All Civil Service Commission related appeals and grievances by bargaining unit members shall be processed through the Union office. The administration of Civil

Service Commission related grievances and appeals shall normally be handled by the Human Resources Director or designee or Personnel Director as set forth in the City Charter. An Employee's written grievance or any appeal request notice shall include an Employee's specific objection(s) to the original action.

Section 14.2 Discipline involving only suspensions, demotions and dismissals may be appealed to the Civil Service Commission and shall be made solely for good and sufficient cause. Non-probationary Employees shall be afforded an opportunity to hear and discuss charges and evidence prior to any such disciplinary actions. Non-probationary Employees who are suspended, demoted or dismissed shall be provided written notice of the disciplinary action as provided in Article 13. A copy of the notice shall also be filed concurrently with the Human Resources Department.

Section 14.3 A non-probationary Employee may file a written request for a Civil Service Commission hearing of any suspension, demotion or dismissal with the Personnel Director or designee within ten (10) calendar days from receipt of the department's disciplinary notification. The Employee and Union may instead elect to process a suspension, demotion or dismissal through the Article 15 grievance process. A Civil Service Commission appeal shall be considered a waiver of any rights for an Article 18 arbitration appeal. An Article 15 arbitration appeal shall be considered a waiver of any rights for a Civil Service Commission appeal.

Section 14.4 If a non-probationary Employee files a written request for a Civil Service Commission hearing of discipline as set forth in 14.3 above, the Civil Service Commission hearing shall be held within the time frame established and/or set forth based upon the City Charter, (currently sixty (60) days) after the filing of the initial Employee request with the Personnel Director or designee. The Human Resources Director or designee shall investigate, review, and/or hold a preliminary hearing to determine whether to modify the department's action. A written statement of the Human Resources Director or designee's recommendation shall be provided to the Employee and to the Civil Service Commission at least five (5) working days prior to the Civil Service Commission hearing. The non-probationary Employee may accept the recommendation or continue his/her appeal to the Civil Service Commission.

Section 14.5 If a non-probationary Employee appears as a grievant or any Employee appears as a witness at a Civil Service meeting, he/she shall be allowed to appear on City time at no loss of pay as long as his/her attendance is required. Only three (3) material witnesses (including the grievant) may appear at the hearing unless the Civil Service Commission provides advance approval of more than three (3) material witnesses. If such hearing continues after the conclusion of the Employee's regularly scheduled work hours, the Employee shall be paid on an overtime basis until the conclusion of his/her testimony or until the Employee's presence is no longer required for testimony. At the time an Employee files a written request for a Civil Service Commission hearing, he/she shall also submit a witness list to the designated hearing officer and to his/her department Section Head. An Employee who is required to attend a Civil Service Commission meeting during paid work

hours as a witness must have knowledge and be involved with testimony relevant to the case at point.

Section 14.6 The burden of proof shall be upon the disciplinary authority from whose action the appeal is taken. No disciplinary action shall be affirmed by the Civil Service Commission unless sustained by a preponderance of the evidence.

Section 14.7 A grievance involving a promotional matter shall be handled as follows:

- A. If the Employee's grievance involves promotional non-certification or non-selection, the Employee must initiate a grievance by submission of the grievance in writing to the Personnel Director or designee within fifteen (15) calendar days of receipt of the written notification of non-certification or non-selection. Within ten (10) working days after receipt of the grievance, the Personnel Director or designee shall conduct a hearing which shall include the designated representatives of the Grievance Committee of the Local and the Employee for purposes of gathering facts relating to the case. The Employee and one material witness may be present at the hearing without loss of pay. Within ten (10) working days after the hearing, the Personnel Director or designee shall submit to the Union and the Employee the City's written response to the grievance.
- B. If an Employee decides that his/her promotional grievance has not been resolved by the investigation and response to the grievance by the Personnel Director or designee, the Employee may file a written request for a Civil Service Commission hearing of the issue within fifteen (15) calendar days from the receipt of the City's written response. Within ten (10) working days from receipt of the Employee's written request for such hearing, the Personnel Director or designee shall provide to the Civil Service Commission Secretary, the Union and the Employee a "Civil Service Commission recommended resolution" relating to the grievance. The recommended grievance resolution shall include the date, time and location of the meeting when the matter will be submitted to the Civil Service Commission.

Section 14.8 The Civil Service Commission hearing may result in approval, denial or modification of the department's action and/or the Human Resources Director or designee's recommendation, or the Personnel Director's decision. Time limits set forth within this Article may be extended by mutual consent of the parties except for those time frames set forth and required under the City Charter.

ARTICLE 15 – CONTRACT GRIEVANCE AND ARBITRATION PROCEDURE

Section 15.1 The Union or any member of the bargaining unit may file a grievance concerning the meaning, application, and/or interpretation of the specific Articles of this Agreement and the application of any work rules or regulations affecting the members of the bargaining unit with the exception that probationary Employees shall have no right to grieve disciplinary issues under this Article. The grievance procedure set forth in this Article shall apply to all disciplinary or work rule issues except those issues involving:

(A) suspension, demotion or dismissal appeals which are determined by the Employee and/or Union as issues to be processed under Article 14 Civil Service disciplinary appeals (rather than through arbitration processes); or (B) grievances involving promotional matters which shall only be processed per Article 14 provisions.

Section 15.2 Normally, except and unless specifically provided differently within particular Sections of Article 14 or Article 15, no matter shall be entertained as a grievance hereunder unless it is raised as such within fifteen (15) calendar days after the occurrence of the event or after the Employee becomes aware or reasonably should have been aware of the event giving rise to the grievance.

Section 15.3 In the instance of an Employee's grievance involving non-approval of Injury Leave arising from a decision of the Claims Administrator, any such issue shall be entered at the third step of the grievance procedure within ten (10) working days of receipt of the notification of non-approval of Injury Leave benefits from the Claims Administrator.

Section 15.4 Normally all grievances, other than as set forth in Sections 15.1 and 15.3, shall be processed in accordance with the following steps:

Step 1. The grievance shall be discussed verbally by the grieving Employee with the Employee's immediate supervisor. The appropriate Union Steward or representative shall be present at the first step of the Grievance Procedure if requested by the Employee. It shall be the responsibility of the grievant to verbally notify the supervisor that this is the first step of a formal grievance. The immediate supervisor shall orally submit his/her answer to the grieving Employee or Steward within three (3) working days.

Step 2. If the grievance is not settled in Step 1, the grieving Employee shall contact a Union representative and the grievance shall be reduced to writing on the grievance form attached hereto as Appendix "D" stating the nature of the complaint including specific event(s) and facts upon which the grievance is based, and the Article or Articles of the Agreement alleged to be in violation. All Step 2 grievances shall be filed through the Union and the Union shall have the final authority to determine whether or not a grievance shall proceed. Upon approval of the Grievance Review Committee, the written grievance will be submitted to the grieving Employee's department head within ten (10) working days after receipt of the supervisor's oral answer in Step 1. The department head may investigate and/or meet with the parties involved at his/her discretion. Within ten (10) working days after receipt of this written grievance, the Employee's department head shall answer the grievance in writing to the Union office. If the grievance remains unresolved, the Union and its representative shall forward the grievance as originally written and the attached answer to the Human Resources Director within five (5) working days after receipt of the department head's answer.

Step 3. Within ten (10) working days after receipt of the grievance, the Human Resources Director or his/her designee and the supervisory representative of the department in which the grievance was initiated shall meet with designated representatives of the Grievance Committee of the Local Union (per Section 10.3) in an attempt to resolve the grievance. A grieved Employee and one (1) material witness requested by the Union may be present at such a meeting at the discretion of the witness without loss of regular pay. Within ten (10) working days after the hearing, the Human Resources Director or his/her designee will submit to the Union the City's answer to the grievance.

Step 4. If the grievance is unresolved after receipt of the Human Resources Director's answer, the Union may request in writing within fifteen (15) working days that the grievance may be submitted to impartial arbitration. Within five (5) working days from receipt of a request for arbitration, the parties shall jointly request a panel of seven (7) Arbitrators from the Federal Mediation and Conciliation Service. Within five (5) working days from receipt of such a panel, a representative of the Union and the City shall meet and alternatively strike names until one (1) Arbitrator remains who shall be selected as the Arbitrator. The party requesting arbitration shall strike the first name.

Step 5. Both the Federal Mediation and Conciliation Service and the Arbitrator selected shall be notified of the appointment within five (5) working days from the date of selection. The date for the arbitration hearing shall be set within ten (10) working days from the date of such notification to the Arbitrator upon mutual agreement, as soon as practicable. Two (2) representatives from AFSCME Local 1180, the grieved Employee, and up to two (2) material witnesses requested by the Union may be present at such arbitration hearing without loss of regular pay for time spent in arbitration if the hearing is scheduled during the Employee's normal work period. At the conclusion of the arbitration hearing, post-hearing briefs may be filed at the request of either party or the Arbitrator. The Arbitrator shall have sixty (60) days after the hearing is concluded, or receipt of briefs, to render his/her award and findings of fact.

Section 15.5 The parties may by mutual agreement, conduct mediation before arbitration and request and obtain a mediator from the Federal Mediation Conciliation Service or other acceptable source. The mediation effort will occur as soon as practical for purposes of resolving the grievance. If the mediation is not successful, the process for requesting arbitration will continue pursuant to Step 4.

Section 15.6 With respect to the interpretation, enforcement, or application of the provisions of the Agreement, the decisions, findings and recommendations of the Arbitrator are final and binding on the parties to this Agreement to the extent allowed by

law; however, the authority and responsibility of the Employer as provided by the Charter of the City of Tulsa shall not be usurped in any manner unless specifically amended or modified by this Agreement. The Arbitrator's authority is strictly limited to the interpretation and application of the terms of this Agreement. The arbitrator's authority shall not extend to those extra-contractual (i.e., Worker's Compensation, Unemployment Compensation issues, etc.) matters for which a forum and remedy is available pursuant to statute, and the arbitrator has no jurisdiction to render any decision for any matter for which another forum and remedy are available by statute for resolution of such extra-contractual matters. The arbitrator's decision shall be based on the evidence introduced at arbitration, and the arbitrator shall not rely on any evidence not admitted at arbitration. The Arbitrator will have no jurisdiction to establish a new agreement or any variation or modification of the present Agreement nor to arbitrate away, in whole or in part, any provision of this Agreement or any supplements thereto or amendments thereof; nor shall any wage structures or structure of job classifications covered by this Agreement be subject to arbitration. This will not preclude individual wage grievances.

Section 15.7 It is specifically and expressly understood that taking a contract grievance to arbitration constitutes an election of remedies and a waiver of any and all rights by the grieving party and all persons it represents to litigate or otherwise contest the disputed subject matter in any court or other forum. AFSCME Local 1180 and the City will share the cost and expenses incurred by the Impartial Arbitrators equally. If a transcript of the proceedings is requested, the parties shall share the cost of the transcript equally.

Section 15.8 All time limits set forth in this Article may be extended by mutual consent, but if not so extended, they must be strictly observed. If the Union fails to follow specified grievance filing time constraints, the Union and or grievant forfeits grievance rights. If the City fails to respond within specified time constraints, the lack of response shall be considered a denial of the grievance at that particular step.

ARTICLE 16 – PERFORMANCE EVALUATION

Section 16.1 The Employer's performance evaluation system as applied to bargaining unit Employees will be fair, equitable, objective and job related.

Section 16.2 The completed performance evaluation shall be placed in the Employee's personnel file after he/she has signed and received a copy of the evaluation, or after the Employee's supervisor and a second supervisory witness sign affirming that the Employee has refused to sign. While Employees are required to sign the performance evaluation form, the Employee's signature does not imply agreement with the contents of the evaluation, but indicates only that the Employee has received a copy. Employees may include appropriate, relevant written comments concerning the evaluation. A first refusal to sign shall result in a written Employee counseling. Any subsequent refusal shall result in a disciplinary action review.

Section 16.3 If Management adds comments to the evaluation after the evaluation has been signed by the Employee, Management shall notify the Employee of the change and said changes shall be initialed and dated by the Employee.

Section 16.4 There shall be at least one (1) annual performance planning and one (1) final evaluation completed in accordance with Personnel Policies and Procedures Section 703 for each Employee.

Section 16.5 Any Employee covered by this Agreement or union representative with written, signed authorization from the Employee, shall have the right to examine the contents of his/her personnel file in the respective department or Human Resources Department.

ARTICLE 17 – HEALTH AND SAFETY

Section 17.1 The Employer and the Union will cooperate in the communication and enforcement of safety rules and regulations for the purpose of providing a safe and healthful working environment. Departments shall maintain on-going viable safety programs for this purpose. Violations of established safety rules and regulations may be subject to disciplinary action. The Employer and the Union insist on the observation of safety rules, regulations and procedures, as specified in the Safety and Health Manual of the City of Tulsa.

Section 17.2 The City and the Union recognize that substance abuse is treatable and that appropriate responses to these problems include education, treatment and rehabilitation. The City and the Union agree that substance abuse in the workplace may represent a threat to personnel and public safety and property and must be remedied if it occurs. Employees who have been determined to have a substance abuse problem shall be obligated to obtain care through the established provider and abide by related requirements, policies, and procedures, or face disciplinary action up to and including termination. Employees are subject to and encouraged to review the City's Personnel Policies and Procedures applicable to substance abuse, including discipline, as stated in Safety and Health Manual Section 109, Drug Testing Policy and Section 112, EAP Program Information.

Section 17.3 All unsafe or unhealthful working conditions shall be reported to the supervisor. The supervisor may request the aid of safety personnel in making assessments of hazards and remedies if desirable and necessary. The Employee is to perform work in a safe manner and management is to see that the work place is reasonably safe and healthful. The City will promptly investigate all accidents/incidents involving Employees, and take prompt remedial or corrective actions to remedy such events, including potential discipline to Employees. Employees are expected to cooperate fully in the investigation of such accidents/incidents.

Section 17.4 No person shall discharge or in any manner restrain, coerce, threaten or discriminate against an employee for well intended reporting of unsafe or unhealthful

conditions. If an Employee believes sufficient remedy has not taken place in response to his/her request, the matter may then be entered as a written grievance in Step Two (2) of the grievance procedure within five working days of the conclusion of the department's investigation. If the grievance remains unresolved, it may be appealed to Step Three (3) of the grievance procedure. Safety and Health grievances may not be appealed to arbitration.

Section 17.5 During the regularly scheduled Labor-Management Committee, the committee may review any safety and health initiatives, training efforts, and policies and may thereafter recommend or propose any safety program changes to the Management Safety Committee for consideration and possible approval by the Mayor.

ARTICLE 18 – RETIREMENT

In the event that the Board of Trustees of the Municipal Employees Pension System establishes a committee to study potential changes or improvement to the retirement program, such committee shall include two (2) City employees who are AFSCME Local 1180 unit members who shall also represent the interests of the Employees in the bargaining unit.

ARTICLE 19 – PAY ADMINISTRATION

Section 19.1

- A. Effective July 1, 2010, the pay chart shown as Appendix A shall become effective for Fiscal Year 2010-2011. Employees shall be placed within the Appendix A pay chart in the same grade and step that he/she had on June 30, 2010. For Fiscal Year 2010-2011 no funds have been appropriated for SPI step increases.
- B. For Fiscal Year 2011-2012 the pay chart shown as Appendix A-1 shall become effective July 1, 2011. All employees shall be placed on Appendix A-1 pay chart within the same pay grade and pay step that he/she had on June 30, 2011.
- C. Effective January 1, 2012, all SPI eligible Employees shall be moved to the next pay step within the same pay grade on the Appendix A-1 pay chart provided the Employee has completed one year of service and is not within a probationary period following a promotion. Employees who complete one year of service or who complete a promotional probationary period between January 1, 2012 and June 30, 2012 and are otherwise eligible for an SPI shall receive an SPI effective the pay period following completion of the respective probationary period.

Section 19.2 The City shall determine the starting pay for new hires based on consideration of CLEET certification, years of experience in a full-time law enforcement position with a municipal police department, county sheriff's department or state highway patrol, and years of experience in airport operations with another airport in a full time position with job responsibilities for FAA Part 139 regulation compliance. New Employees without CLEET certification shall be placed in the "AA" step until successful completion of CLEET training and certification. Upon receipt of CLEET certification, new AO-01 Employees shall be eligible to be placed on the pay step based on the experience criteria listed above and as outlined in Appendix A-2 if approved by the City.

Section 19.3 Employees shall be eligible for a satisfactory performance increase ("SPI") step increase after completion of one year within any particular step and based on at least a proficient performance rating. An Employee may not exceed the highest step within his/her pay grade. Funding and implementation of future SPI step increases, if any, shall be determined through negotiation and budgetary process and shall be effective in January of each year.

PROMOTION

Section 19.4 Upon promotion, an Employee shall normally be paid at the lowest pay step in the higher pay grade that results in a minimum ten percent (10%) increase in base salary, not to exceed the top step of the range.

DEMOTION

Section 19.5 The pay rate upon demotion shall be governed by the following provisions:

- A. Upon demotion due to reduction in force, Employee request, or for cause, the Employee shall be paid at the highest step in the lower pay grade that provides a minimum 10% decrease in pay and does not exceed the top step of the new pay range.
- B. When an Employee is returned to his/her former classification during the probationary period following a promotion, his/her pay shall be restored to the rate in effect prior to the promotion as though a promotion had not been granted. In such instances, the Employee shall be eligible for any performance increase he/she normally would have received.

RECLASSIFICATION

Section 19.6

- A. The pay rate upon a reclassification (as defined in Section 38.1) which involves an upgrade shall be established at the lowest step in the new pay grade which results in no reduction in pay. Pay rate for a reclassification which involves a downgrade shall result in an Employee's pay (1) being set at the lowest step in the new pay grade

which results in no reduction in pay or (2) if above the new range, being frozen until the range maximum is adjusted to provide a future increase through a change in future pay schedules or promotion.

SHIFT DIFFERENTIAL

Section 19.7 Employees assigned to evening and night shift operations will receive a shift differential in addition to their regular pay based upon the following provisions:

- A. A shift differential of \$.40 shall be granted to Employees whose assigned shift begins on or after 2:30 p.m. but prior to 8:00 p.m.
- B. A shift differential of \$.60 shall be granted to Employees whose assigned shift begins on or after 8:00 p.m. but prior to 4:00 a.m.
- C. Shift differentials shall be added to or deducted from an Employee's rate of pay concurrent with changes in the Employee's assigned shift which exceed thirty (30) calendar days duration.
- D. Job classifications shall be excluded from shift differential pay when the hours of work have been a factor in establishing the rate of pay for the job. Additional classes may be excluded as determined by the department head and the Human Resources Director.
- E. Employees on regularly scheduled day shifts who are called back for evening or nighttime work, or daytime Employees who work evening or night hours on an overtime basis, shall be ineligible for shift differential pay.
- F. Shift differential based on the Employee's regular assigned shift shall be used in computing the overtime rate and shall apply to all approved paid leaves. It shall not apply to any payout of accrued sick leave or vacation leave at termination of employment.

OUT-OF-CLASSIFICATION PAY

Section 19.8 AO-01 Employees shall, when temporarily assigned by the shift supervisor or designee to work for 8 (eight) hours or more in a vacant AO-02 position or as a trainer for new AO-01 hires as designated by management, be compensated for such work at the pay step in the AO-02 pay chart that provides a minimum 10% increase above the AO-01's current pay rate. Out-of-classification assignments shall not be broken nor shall Employees be relieved from out-of-classification assignment solely for the purpose of avoiding out-of-classification pay. Employees shall not be eligible to receive out-of-classification pay for more than thirty (30) consecutive workdays without the department requesting by letter to the Human Resources Director and receiving approval of an extension. Management shall make reasonable effort to have an AO-02 on duty during all shifts.

PAYMENT OF BACK CLAIMS

Section 19.9 Back wages shall be paid to any Employee upon a finding that same Employee is entitled thereto, in such amounts as may be determined through Grievance and Arbitration Procedures.

Section 19.10 No claim for back pay or wages for Employees who are terminated or suspended shall exceed the amount of pay or wages the Employee would otherwise have earned at his/her regular wage excluding overtime pay for potential unscheduled overtime work. Said claims for back pay or wages shall be reduced by monies received from the State Employment Service, Workers Compensation, or other employment compensation received by the Employee or Employees or which would have been received upon proper application for such compensation.

Section 19.11 All back wage and benefit claims against an Employee shall be limited to only those monies and/or benefits identified in a finding which were lost during the previous three (3) years unless there is a finding of criminal wrongdoing or fraud. All back wage and benefit claims against the City shall be limited to only those monies and/or benefits identified in a finding which were lost during the previous three (3) years.

ARTICLE 20 – DEFERRED COMPENSATION

Section 20.1 The City and the Union mutually desire that Employees take part in savings opportunities allowed under the IRS 457 Deferred Compensation programs offered by the City. The parties agree such programs constitute an important step in an Employee's financial preparation for retirement, and are especially valuable if an Employee participates from the earliest date possible during his/her employment.

Section 20.2 The City will provide a monthly deferred compensation contribution only during the initial two (2) years the Employee participates in the deferred compensation program. These monies will be provided by a match at the rate of fifty cents (\$.50) for each dollar (\$1.00) on the first fifty dollars (\$50) of Employee contributions into the Employee's deferred compensation savings account up to a maximum of twenty-five dollars (\$25) per month for each Employee only during the initial two (2) years of participation in the deferred compensation program.

Section 20.3 The parties also agree to mutually work towards Employee training and other programs which promote and provide incentives for not only initial Employee participation but also the continuing participation of AFSCME personnel in deferred compensation programs.

ARTICLE 21 – MEDICAL AND DENTAL INSURANCE

Section 21.1 Employer agrees to pay 90% of the cost for Employee's medical insurance and 100% of the cost for Employee's dental insurance. Bargaining unit members will be

afforded the opportunity to voluntarily elect other optional, enhanced insurance plans provided by the City to other City Employees in place of the basic insurance plan. The Employer shall pay the same City premium contribution dollars for an Employee electing the single or family coverage under an enhanced insurance plan as the City provides for an Employee electing single or family coverage under the basic plan. The Employee making an election for coverage under an enhanced plan shall be responsible for the remainder of the premium cost for that enhanced plan.

Section 21.2 Employer agrees to pay 75% of the cost for base medical insurance for dependents. Employees shall pay 100% of the cost for dependent dental insurance.

Section 21.3 Employees may only change medical plans one (1) time per year at a time designated by the Employer. If dependent coverage is elected, the entire family must enroll in the plan option elected by the Employee. Part-time Employees are excluded from the benefits provided within this Article.

ARTICLE 22– SENIORITY

Section 22.1 City seniority according to this Agreement shall consist of the continuous, accumulated paid service of the Employee with the Employer based on the date employed in a classified or regular position. Such seniority shall not be lost by absence due to illness, authorized leave of absence, or lay-off not to exceed twelve (12) months.

Section 22.2 Classification seniority according to this Agreement shall consist of continuous, accumulated paid service of the Employee within an airport officer classification. The computation of classification seniority shall take into consideration changes in classification titles which reflect an evaluation of the position without contemplating changes in the duties, responsibilities, and nature of the work itself.

Section 22.3 City seniority shall be a factor of consideration in reduction in force and reemployment after lay-off due to reduction in force. City seniority shall be prorated for part-time employees. The extent to which such seniority shall be a factor is specified in Article 27 and the Personnel Policies and Procedures Manual Sections 129 and 509.

Section 22.4 Classification seniority shall be a factor of consideration in expenditure of vacation leave and shift assignment when not rotated. The extent to which such seniority shall be a factor shall be specified in Article 29 – Vacation and Article 24 – Hours of Work.

Section 22.5 A City seniority list shall be brought up to date quarterly and a copy shall be furnished to the Union within fifteen (15) calendar days at the end of the quarter. Such list shall include the Employee's name, department, position number, classification title, date of classification, pay grade and step within the pay grade, and date of employment.

Section 22.6 Classification seniority lists may be sent or delivered to the Secretary of Local No. 1180 when utilized as a factor specified in this Article. Such lists shall contain

only the names, department, and seniority dates of those Employees applying for rights based upon classification seniority as specified in this Article.

Section 22.7 All seniority rights shall be forfeited by:

- A. Resignation.
- B. Discharge for cause.
- C. Lay-off in excess of one (1) year.
- D. Failure to report within ten (10) calendar days upon notice of recall from lay-off.
- E. Retirement.
- F. Disability separation.

**ARTICLE 23 –HIGH PERFORMANCE GOVERNMENT (HPG) EMPLOYEE
SUGGESTION PROGRAM**

The Union and the City recognize the importance of the HPG Employee Suggestion Program. Suggestions to change systems and their inherent processes to be more efficient, more value added, more customer friendly and when appropriate, more citizen-friendly, and earning a reward for doing so may be submitted by mail (or in person) to the following address:

Human Resources – One Technology Center
HPG Suggestion Program
175 E. 2nd, Ste.575
Tulsa, OK 74103

Forms and the Policy are available in the Intranet Doc Library under My HR.

A listing of past suggestions and their acceptance or denial will be made available by Human Resources by request.

ARTICLE 24 – HOURS OF WORK AND REST PERIODS

Section 24.1 The normal workday shall consist of eight (8), ten (10), or twelve (12) consecutive hours unless a relief shift is established, as assigned by the department head or designee. The normal workweek shall consist of seven (7) consecutive 24-hour periods commencing at 12:01 a.m. each Sunday and ending at 12:00 p.m. Saturday seven (7) calendar days later. The regular weekly work schedule shall normally consist of either five (5) consecutive workdays of eight (8) consecutive hours each or four (4) consecutive workdays of ten (10) consecutive hours each. The regular work schedule for twelve (12) hour shifts shall be determined by management to meet the needs of the Department. It is understood Employees shall be compensated for only those hours actually worked and overtime shall be provided for those hours worked in excess of forty (40) hours per

workweek except as provided in City leave policies within Personnel Policies and Procedures and/or this Agreement. Leave accruals and holiday leave shall be pro-rated for part-time Employees based on their regular weekly work hours.

Section 24.2 Supervision may, at their discretion, establish hours and tours of duty for the department, for specified units, or for individual Employees as may be necessary to provide adequate service. In the interest of equity and uniformity, however, such hours shall conform to the following provisions:

- A. The standard hours that are established for full-time Employees shall total forty (40) hours a workweek. All time worked shall be rounded to the nearest quarter (1/4) hour.
- B. An Employee's days off shall always be consecutive.
- C. No lunch periods will be established during the term of this Agreement.
- D. If an Employee arrives within five (5) minutes of the start of the shift, his/her pay will not be docked. Employees consistently late, even if within the five (5) minute period, shall be subject to disciplinary action.
- E. Employees shall not be allowed to start their shift or clock in earlier than seven (7) minutes prior to start of shift unless specifically authorized to do so by their supervisor.

Section 24.3 Employees normally will be given a fifteen (15) minute rest period during each one-half work shift of each day. The Employer will make every effort to plan work so as to permit such rest periods. Unusual and emergency work situations may preclude the taking of rest periods during the work shift.

Section 24.4 Rest periods shall not be contiguous to the lunch period, and they may not be granted immediately after the beginning of the workday or immediately prior to the close of the workday.

Section 24.5 Except where impractical due to skill levels of Employees or where special working conditions exist which would preclude certain Employees from working specific shifts, shift assignment shall be made on the basis of classification seniority. Employees will be given two opportunities to bid on shift assignment during the fiscal year.

- A. Between November 1st and November 15th, Employees shall be given the opportunity to notify their supervisor in writing of their desired work shift for the period January 1st through June 30th. Employees, in order of classification seniority, shall designate their desired shift by placing their name on the posted shift schedule within two work shifts after the Employee with next most classification seniority makes his/her election. An Employee who fails to make such a designation within two work shifts shall be deemed to have forfeited his opportunity to bid and

the next Employee according to classification seniority will be allowed to bid. The Employee who forfeited his opportunity will be allowed to place his name for a desired shift on the posted shift schedule at any time but not based on classification seniority. If the Employee(s) fails to place his/her bid(s), shifts will be assigned by supervision.

- B. Between May 1st and May 15th, Employees shall be given the opportunity to notify their supervisor in writing of their desired work shift for the period July 1st through December 31st using the procedures described in Section 24.5 A.

Section 24.6 Prior to a permanent change of an Employee's normal work shift, reporting location or days to be worked within the workweek, the Employee shall be given at least seven (7) calendar days' notice of such change. An Employee may request and may begin the new work schedule prior to the expiration of the seven (7) day notification period with approval of supervision. In the event of an emergency situation which necessitates the change of an Employee's shift or days worked whereby it is impossible to provide the required notice, the Employee shall be notified of such change at the earliest possible time. The purpose of avoiding overtime payments shall not be construed to be an emergency situation under the provisions of this Section.

Section 24.7 Continuing education training required to maintain FAA certification shall be conducted during paid work hours.

ARTICLE 25 – LEAVE OF ABSENCE WITHOUT PAY

Section 25.1 Leave of absence without pay shall be divided into two distinct types, "Authorized Personal Leave" (APL) and "Unauthorized Leave Without Pay" (LWOP).

Section 25.2 "Leave Without Pay" (LWOP) shall be considered as unauthorized absence from duty and shall be administered without pay. Leave Without Pay shall be coded as "LWOP" on timesheets, leave reports, and for all payroll purposes. Further, upon returning from an unauthorized leave of absence or based on an Employee's failure to contact his/her department during such a leave of absence without pay, the Employee shall be subject to possible disciplinary action which may include dismissal.

Section 25.3 "Authorized Personal Leave" (APL) shall be scheduled at least 24 hours in advance and approved by the Employee's supervisor. APL shall not be considered negatively or held against the Employee as concerns evaluations, promotional consideration, or any other employment factors. The parties understand APL shall be considered authorized leave without pay and shall be coded "APL" on timesheets, leave reports and for all payroll purposes. APL shall be closely monitored and shall normally be used only for non-illness related absences.

- A. The Employee shall request approval of APL in writing to the appropriate supervisor at least twenty four (24) hours in advance. The request shall specify the dates and the reason for APL.

- B. All requests for APL in excess of thirty (30) calendar days shall be approved by the Human Resources Director prior to the granting of the leave.
- C. At the expiration of an APL absence, the Employee shall be reinstated in the position he vacated or in any other vacant position in the same class.

Section 25.4 A leave of absence without pay (LWOP or APL) for more than one hundred sixty (160) continuous work hours shall not constitute a break in service; however, time spent while on leave of absence without pay shall not be used in computing time-in-grade for satisfactory performance increases. Vacation and sick leave benefits shall not accrue during a leave of absence without pay in excess of one hundred sixty (160) continuous work hours.

Section 25.5 Any Employee who shall receive payment for work performed for any employer other than the City of Tulsa while on either APL or LWOP shall be subject to immediate dismissal, except when an Employee has received specific written approval from the department head or designee for use of such leave for the purpose of outside employment.

Section 25.6 Failure on the part of an Employee to report promptly at the expiration of a leave of absence without pay may be cause for dismissal.

Section 25.7 No shift differential shall be paid for hours taken for leave of absence without pay (both APL or LWOP). Leave of absence without pay (both APL or LWOP) shall not count as hours worked when computing overtime.

ARTICLE 26 – CALL-IN AND STAND-BY

Section 26.1 An “On-Call” Employee is defined as an Employee who is subject to call-in, but is free to leave town or not be available to report on a consistent basis or within a reasonably short timeframe. On-Call status shall not require additional compensation. An Employee who has been relieved from duty and has left the premises of his/her work location and is subsequently recalled to duty to perform work which is not continuous with the Employee’s next regular work period shall be compensated for a minimum of two (2) hours overtime pay at the overtime rate. The minimum two (2) hours overtime compensation standard shall apply to regular call-in except that on an Employee’s holiday, a minimum of four (4) hours overtime compensation shall apply. For the purposes of this Article only, Holiday shall mean the actual Holiday and/or the day on which the Employee is to observe the holiday.

Section 26.2 A "Stand-By" Employee is defined as an Employee being specifically available through use of telecommunication devices so that the Employee can be contacted and instructed to report to work within a reasonable time frame. An Employee assigned to stand-by duty shall be required to provide airport dispatch with a current contact number. An Employee who is required to be on stand-by away from their work

location during non-work hours for possible emergency overtime work shall be compensated at the rate of \$1.25 for such stand-by pay. Stand-by pay shall be reduced by the amount of actual hours worked during such stand-by period. All time worked during a stand-by period shall be compensated at one-and-one-half (1 ½) times the basic hourly rate of the Employee. Such hours spent on stand-by away from the work location shall not count as time worked for computing total hours worked in any one (1) day or any one (1) workweek.

Section 26.3 Employees may be excused from overtime assignments while on-call due to extenuating or personal emergency circumstances. Excusing an Employee from an overtime assignment shall be solely at the Shift Supervisor’s discretion. Supervisors shall use sound management practices when determining if an Employee should be excused from the assignment. Employees shall be required to submit to management proof and/or documentation of the reason for not being available for the overtime assignment upon request.

Section 26.4 Employees shall be allotted a reasonable amount of time to report for work after a call-in or stand-by contact from their work unit. Circumstances such as weather or other unusual situations or Employee emergencies shall be a factor in determining a reasonable amount of time to report to work. Normally, a reasonable amount of time shall be accepted as one (1) hour and thirty (30) minutes from the time of personal contact for call-in and one (1) hour from the time of contact for stand-by.

ARTICLE 27 – REDUCTION IN FORCE

Section 27.1 The Personnel Policies and Procedures Manual Section 129 Reduction for Economy or Abolition of Position (Layoff) and Section 509 Benefit Provisions Upon Layoff shall be used for administering the layoff process except for the severance pay schedule which shall follow the provisions of Section 27.2 below.

Section 27.2 Any full-time, non-probationary Employee who is laid off due to economy reasons or when a position is abolished, shall be provided severance pay at his/her basic hourly wage rate in accordance with the following schedule:

Years of Service	Severance Pay (Hours)
1-5	80
6	90
7	105
8	120
9	135
10	150
11	165
12+	180

Section 27.3 The Employer shall notify and consult with the Union prior to the drafting of any written bid specifications involving any contracting out of City services or work that is

currently performed by Employees within the classifications covered by this Agreement, when such contract would result in a layoff or abolishment of positions. Such notification shall be provided in written form at the earliest possible time upon the initiation of any formal task group, committee, or subcommittee study of such contracting out and prior to the development of written bid specifications. The notification shall include the department, division, and Employee classification(s) that may be affected by such contracting and the specific work and services that may be affected. Failure to provide written notice to the Union on such contracting of work or services covered by this Agreement shall be considered a violation of this Agreement.

Section 27.4 Whenever the City engages in any efforts that involve contracting out jobs of bargaining unit members, the City shall always afford the Department, with the assistance of the Union, the opportunity to competitively bid in order to gain or retain the work and positions within the City.

Section 27.5 Before making any permanent change to staffing levels, management shall notify and consult with Union. Union shall be notified at the earliest possible time of such potential changes and shall be afforded an opportunity to meet and discuss the potential changes with management before any permanent changes are implemented.

Section 27.6 Notwithstanding any provisions of the Article, the City may in its discretion use part-time contract employees on a temporary basis for curb enforcement or in emergency situations.

ARTICLE 28 – HOLIDAYS

Section 28.1 The following days shall be observed as holidays and Employees shall be granted time off with pay, for eight (8) or ten (10) hour shifts unless required to work:

- A. New Year's Day (January 1st)
- B. Martin Luther King, Jr.'s Birthday (3rd Monday in January)
- C. Good Friday (Friday before Easter)
- D. Memorial Day (Last Monday in May)
- E. Independence Day (July 4th)
- F. Labor Day (First Monday in September)
- G. Veteran's Day (November 11th)
- H. Thanksgiving Day (Fourth Thursday in November)
- I. Friday after Thanksgiving
- J. Christmas Eve (December 24th)
- K. Christmas Day (December 25th)
- L. 2 Floating Holidays (See Section 28.2G for restrictions)

Section 28.2 The granting of holidays observed by the City shall be subject to the following provisions:

- A. For Employees whose regular days off are Saturday and Sunday, when a holiday falls on Saturday it shall be observed on the preceding Friday. When a holiday falls on Sunday, it shall be observed on the following Monday. For Employees whose regular days off are other than Saturday and Sunday, the observance of the holiday shall be the actual day defined in Section 28.1 of this Article, except that when a holiday falls on an Employee's scheduled day off, the Employee's next scheduled workday shall be observed as the holiday.
- B. An Employee required to work on a scheduled holiday shall be compensated in money at time and one-half (1-1/2) his/her straight time rate for the hours actually worked on the holiday in addition to the normal rate of pay for all hours worked on that day through eight (8) or ten (10) hours. In the event an Employee works more than eight (8) or ten (10) hours on a holiday, he/she shall be paid two (2) times his/her straight-time rate for such hours worked in excess of eight (8) or ten (10) hours during the holiday.
- C. An Employee who is scheduled to perform work on a holiday shall be compensated for a minimum of four (4) hours overtime pay. For purposes of this Subsection only, Holiday shall mean either the actual Holiday (as listed in 28.1 A-K) or the day on which the Employee observes the Holiday (per Section 28.2A), but not both.
- D. A holiday falling during a period of paid leave, including vacations, shall not be counted as a workday in computing the amount of leave expended; however, when an Employee is absent on a holiday for which he/she is scheduled to work, such time shall be charged to leave without pay and he/she shall not be eligible to receive an additional day off with pay at a later date.
- E. Holiday pay shall not be paid if the Employee fails to work his/her regularly scheduled workday immediately prior to or following a designated holiday unless on paid leave which has been approved by the Employee's supervisor, or unless the Employee has a medical statement from a doctor that is acceptable to management.
- F. An Employee terminating his/her service with the City whose last scheduled workday falls on a holiday shall have as the effective date of his/her separation the workday immediately preceding the holiday.
- G. Floating Holidays
 - 1. Initial hire, probationary Employees shall receive a prorated number of floating holidays during their first year of employment as follows:

If hired January 1 through April 30 = 2 days (16 or 20 hours based on shift)

If hired May 1 through August 31 = 1 day (8 or 10 hours based on shift)

If hired September 1 through December 31 = 0 days

2. Initial hire, probationary Employees shall be eligible to use a floating holiday upon the completion of sixty (60) calendar days of service.
3. The Floating Holidays must be scheduled at least twenty-four (24) hours in advance. The Department Head or designee must approve the day(s) off and Employees shall not be allowed to work on either designated Floating Holiday. If either day is not used during the calendar year, it shall not be compensated for either in pay or time off. Employees who terminate from the City and have not used their Floating Holiday(s) shall not be compensated for it.

Section 28.3 Religious holidays or holidays other than those listed may be granted in accordance with the rules governing vacation leave, compensatory leave, or leave without pay.

Section 28.4 Holiday Pay shall be inclusive of shift differential.

Section 28.5 Any holiday or funeral leave will be calculated on an eight (8) hour benefit standard for Employees permanently assigned the relief officer shift. An Employee may elect to cover any hours above the normal eight (8) hour benefit with vacation leave and/or compensatory time as available and desired.

ARTICLE 29 – VACATIONS

Section 29.1 Vacation leave shall begin to accrue to each Employee covered by this Agreement on the first day of the month that coincides with or follows the date of appointment and shall be credited to the Employee's leave account on the last day of the month in accordance with the following chart:

<u>Years of Continuous Service</u>	<u>Monthly Accrual</u>	<u>Yearly Accrual</u>
Date of employment to Completion of 5 th year	9.33 hours	112 hours
5 years but less than 10 years	10.667 hours	128 hours
10 years but less than 15 years	14 hours	168 hours
15 years but less than 20 years	15.33 hours	184 hours
20 years but less than 25 years	16.667 hours	200 hours
25 years or more	17.333 hours	208 hours

Section 29.2 The maximum amount of vacation leave that may accumulate in an Employee's vacation leave account at any time shall be twice the amount for which the

Employee is eligible to accrue in one (1) calendar year. No additional vacation leave shall be accrued by an Employee who has reached the maximum amount. No Employee shall be compensated for or allowed to use leave time which is above accrual limits.

Section 29.3 Vacation leave with pay shall be granted to Employees in accordance with the following provisions:

- A. An Employee must complete six (6) months of employment before becoming eligible to expend accrued vacation leave.
- B. Vacation leave shall normally be granted and expended each calendar year, but the department head or designee may defer an Employee's vacation because of work requirements and the requirement that the orderly performance and continuity of airport services be maintained.
- C. Vacation leave shall not exceed the total amount accrued to an Employee at the time of the proposed departure.
- D. Vacation leave not scheduled in advance shall not be utilized for purposes of personal and/or family illness until all available sick leave has been utilized.
- E. Employees shall not be permitted to use accrued vacation leave during a period of suspension except reduction of accrued vacation leave in lieu of suspension may be utilized as a form of discipline per Article 13.12.
- F. Vacation leave shall normally be expended in no less than one-half (1/2) day periods. However, at the discretion of the immediate supervisor, vacation leave may be expended in one (1) hour increments. Staffing impact shall be a factor of consideration in such decisions.
- G. Vacation pay shall include any shift differential.
- H. Upon separation an Employee shall be paid for the unused portion of his/her accrued vacation leave, provided the Employee has completed six (6) months of employment with the City, and except as limited by Section 31.3(J).
- I. An Employee who is dismissed from the service of the City for embezzlement of City funds, theft of City property, or deliberate destruction of City property shall be ineligible for payment of accrued vacation leave.

Section 29.4 The following procedure will be used to schedule leave of forty (40) or more consecutive accrued hours and to resolve any conflicts which may arise:

- A. Computation of such leave shall not take into account any regular hours off, so that a series of accrued hours off will be considered consecutive, even if regular hours off are interposed.

- B. It is permissible to combine vacation, compensatory time, holidays, regular days off, and any other approved time off for the purpose of designating such leave.
- C. Requests for leave for the period January through June each year shall be accepted between November 16th and November 30th. These requests will be processed giving preference to the Employee's classification seniority (time-in-grade), with those Employees having the most classification seniority receiving the highest preference.
- D. Requests for leave for the period July through December each year shall be accepted between May 16th and May 31st. These requests will be processed giving preference to the Employee's classification seniority, with those Employees having the most classification seniority receiving the highest preference.

Section 29.5 Apart from leave approved under Section 29.4, requests for time off which are submitted after the designated bid periods will be processed giving preference to the order in which the time off requests are received, with those received first having first priority. In the event requests are received at the same time for the same period, then classification seniority will be the determining factor.

ARTICLE 30 – FUNERAL LEAVE

Section 30.1 In the event of the death of a parent, spouse, child, sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent of the Employee or spouse, grandchild of the Employee, or “foster” or “step” situations within these relationships, and the Employee's aunt and uncle, the Employee shall be allowed a leave of absence with pay as hereinafter provided:

- A. Paid time granted by the City shall not exceed three (3) consecutive regular, eight (8) hour or ten (10) hour workdays, one day of which will be utilized to attend the funeral, memorial service, or other service of the deceased.
- B. In the event of death of a brother-in-law or sister-in-law, or the Employee's aunt or uncle, the Employee shall be granted one (1) regular, eight (8) hour or ten (10) hour workday for the purpose of attending the funeral, memorial service, or other service of the deceased and may be granted up to two (2) additional consecutive workdays if necessary due to special circumstances in connection with the death.
- C. Benefits shall cover only regularly scheduled workdays of the leave of absence falling in the Employee's regular workweek for which the Employee would have received pay if they had worked.
- D. Verification of death and relationship shall be made to the Employer upon request.

ARTICLE 31 – SICK LEAVE

Section 31.1 Sick leave shall be granted to regular and part-time Employees in accordance with the following provisions.

Section 31.2 Sick leave for City Employees may be used in the following situations:

- A. When Employees are incapacitated by sickness or non-job-related injury; for medical, dental or optical diagnosis or treatment; or for pregnancy related reasons.
- B. For necessary care and attendance of a member of the Employee's immediate family who is incapacitated by illness or injury. For the purpose of this Section, "Immediate Family" shall be defined as a parent of the Employee, spouse, child, or "step" situation, or has legal responsibility within these relationships.
- C. After exposure to a contagious disease when attendance on the job, in the opinion of the City Physician, jeopardizes the health of others.

Section 31.3 Sick leave used shall not exceed the total amount accrued to the Employee at the time of his/her absence. Leave without pay may be granted for sickness extending beyond the amount of accrued sick leave. After each thirty (30) days during such leave without pay, the Employee shall present to his/her department head a doctor's statement of his/her continued inability to perform his/her normal duties (see "Leave Without Pay"). Sick leave pay shall be inclusive of shift differential.

Section 31.4 Sick leave shall start to accrue on the first day of the month which coincides with or next follows the date of employment, and shall be credited on the first day of the month following the month of commencement. Sick leave may not be expended until after completion of one full calendar month of employment.

Section 31.5 Sick leave shall be accrued at a rate of eight (8) hours for each full calendar month of service. An Employee may accrue a maximum of twelve hundred (1200) hours of sick leave. During any leave, with exception of vacation leave, which is in excess of one-hundred sixty (160) hours, whether it is paid or unpaid, no vacation or sick leave will be accrued during the entire period of the leave. The adjustment shall be prorated to the nearest week. Full time Employees must complete in excess of twenty (20) hours of actual work within a workweek to be eligible for accruals to recommence after an extended absence. Such absence (except as provided for in the Military Leave Policy) shall not be used in computing time in grade for Satisfactory Performance Increases or for completion of probationary period.

Section 31.6 The amount of sick leave expended shall be computed as the exact number of days (or hours) an Employee is scheduled to work during the period leave is taken. Minimum sick leave expended shall be one (1) hour. It is not the intention of this Section for Employees to routinely use sick leave in one (1) hour increments. Holidays and other days not scheduled for work shall be excluded in computing sick leave expenditures.

Section 31.7 Employees may convert accrued sick leave in excess of nine hundred sixty (960) hours to vacation leave, provided the total accrued vacation leave may not exceed the maximum allowed under "Vacation Leave" provisions. Conversion shall be at a ratio of one (1) hour of vacation for one (1) hour of sick leave.

Section 31.8 An Employee transferring from one department to another shall have his/her total accrued sick leave transferred to the new department. The accrued sick leave shall be recorded on the Personnel Action form.

Section 31.9 Upon retirement as defined in City Human Resources Policy and Procedures, death, or disability, Employees with at least nine hundred sixty (960) hours accrued sick leave shall receive payment for accrued sick leave at a rate of one (1) hour of pay for every three (3) hours of sick leave up to a maximum of three hundred twenty (320) hours of pay.

Section 31.10 A regular or part-time Employee who leaves the classified service to enlist in active military service other than a reserve unit and who applies for re-employment within fifteen (15) days after having been rejected or ninety (90) days after an honorable discharge shall have the former unused sick leave credits reinstated. A regular or part-time Employee who is laid off and returns to City employment within one (1) year from the date of layoff shall have the former unused accrued sick leave reinstated (see provisions for military leave).

Section 31.11 Sick leave shall not be used during periods of suspension. An Employee who is absent from duty for reasons which entitle him/her to sick leave shall notify his/her supervisor two (2) hours prior to the beginning of the operational work shift if physically able to do so.

Section 31.12 When an absence charged to sick leave exceeds five (5) consecutive working days, upon returning to work the Employee shall present a statement from his/her doctor describing the illness and a medical release from the City Physician. The department head or designee may require a doctor's statement for shorter absences if there has been an established pattern of abuse or reason to suspect abuse before allowing the absence to be charged to sick leave. The department head or designee may request at any time a doctor's statement or medical opinion from the City Physician regarding the Employee's physical ability to perform the duties of the job.

Section 31.13 A supervisor may investigate the alleged illness of an Employee absent on sick leave. False or fraudulent use of sick leave by an Employee shall be cause for disciplinary action which may include dismissal. The department head may request at any time a doctor's statement or medical opinion from the City Physician regarding the Employee's physical ability to perform the duties of the job.

Section 31.14 Employees who apply for promotional opportunity must meet the established guidelines on absenteeism as a factor in determining promotional qualifications prior to being certified.

Section 31.15 After six (6) months of service, accrued vacation may be used for sick leave when accrued sick leave has been exhausted. The granting of such vacation time shall be at the discretion of the appropriate supervisor who may, prior to an approval determination, request medical verification of the absence when a question exists regarding the nature of the specific absence or when the Employee's overall attendance record has been less than satisfactory. Upon receipt of the appropriate medical verification, the Employee shall be granted the use of available vacation leave for the absence. Family Medical Leave Act (FMLA) documentation shall serve as appropriate medical verification for using available vacation leave for a sick absence.

Section 31.16 The use of forty (40) hours or less of accrued Sick Leave in any twelve (12) month period, in and of itself, shall not be considered abuse. Furthermore, the use of forty (40) hours in any twelve (12) month period in and of itself, shall not count negatively against an Employee on evaluations, progression, promotion, or other employment factors.

ARTICLE 32 – INJURY, VOTING, AND MILITARY LEAVE

Injury Leave, Voting Leave, and Military Leave shall follow the policies established in the Personnel Policies and Procedures Manual. Employees are encouraged to review the current Personnel Policies and Procedures Manual Injury, Voting, and Military Leave policies for complete information on these benefits.

ARTICLE 33 – COURT LEAVE

An Employee who is off duty and is ordered by supervision to report to court when such time is outside the Employee's regularly scheduled shift shall receive a minimum of three (3) hours pay. The Employee shall report to court in his/her authorized duty uniform. The above minimum shall not apply if the court appearance is required two (2) or less hours before or one-half (1/2) hour after an Employee's regularly scheduled shift begins or ends. The Employee who is off duty shall be paid overtime pay until dismissed by the court for the day.

ARTICLE 34 – OVERTIME

Section 34.1 Employees shall be compensated for overtime at the rate of time-and-one-half (1-1/2) the Employee's regular rate for only those hours worked in excess of forty (40) hours per workweek. All time worked (including overtime) prior to or immediately following an Employee's regular shift, shall be rounded to the nearest quarter (1/4) hour. Only vacation and holiday leave shall count as hours worked for computing overtime pay.

Section 34.2 Upon request by an Employee's supervisor or other representative of departmental management, Employees shall be required to work overtime assignments;

however, upon presentation of an excuse acceptable to management, such Employee may be relieved from working the overtime assignment.

Section 34.3 Overtime will be distributed as evenly as possible among qualified Employees subject to the following provisions:

- A. Employees in the same classification shall have the first opportunity to apply or volunteer for overtime assignments created by vacancies within their classification.
- B. When there is more than fifteen (15) day advance notice of an available overtime shift, the Senior Airport Officer on the affected shift is responsible for posting the overtime assignment. The posting shall include the shift available, the date(s) of the overtime assignment, and the opening/closing dates for application for the assignment. The assignment shall be posted for ten (10) days.
- C. If two or more Employees apply for the overtime assignment, the Employee with the least amount of accrued overtime shall be assigned the overtime.
- D. If no Employee from the Airport Officer classification applies for the assignment, Employees in the Senior Airport Officer classification shall then be eligible to apply for the overtime following the procedures outlined in subsection C.
- E. If no Employee applies for the available assignment, the Senior Airport Officer may, at his discretion, assign the shift to the Employee with the least amount of accrued overtime or contact the contracted provider for temporary agency employees to fill the vacancy.
- F. Whenever advance notification of an overtime assignment is not provided to allow for the posting of the assignment, the Employee lowest on the overtime list who is qualified for the assignment will normally be assigned the overtime. If excused from working the overtime by the appropriate supervisor, he/she shall be charged for such assignment as if he/she had worked the overtime for equalization purposes. If the Employee is unavailable after reasonable attempts have been made to contact him/her, he/she shall be charged one-half (1/2) of such assignment for equalization purposes. The Senior Airport Officer may, at his discretion, contact the contracted provider for temporary agency employees to fill the vacancy.
- G. Employees on approved leaves of absence in excess of one hundred sixty (160) continuous work hours shall not be charged for such overtime when unavailable, and upon return to work such Employees shall be no lower than twelve (12) hours from the lowest Employee on the list.
- H. When an Employee enters the work unit or upon promotion to a higher classification, he/she shall be brought onto the overtime equalization list with as many hours as the highest person on that list.

Section 34.4 The Airport Safety Supervisor shall post on a monthly basis an updated overtime equalization list. Such list shall include by classification, who is eligible for

overtime assignments, and the total number of equalization overtime hours charged against the Employee. At the end of each fiscal year the equalization list shall be carried over. This shall be accomplished by zeroing out the person with the lowest overtime amount on the list and reducing the time carried over for other Employees by subtracting the amount previously held by the person with the lowest overtime amount. At the end of each six (6) month period (June 30 and December 31) the overtime equalization list shall be reset to zero for all Employees.

Section 34.5 For purposes of employee safety and work effectiveness, supervisors are responsible to ensure that Employees shall not work in excess of sixteen (16) hours straight or be assigned to more than sixteen (16) hours of work within any twenty-four (24) hour period. Based on these considerations, supervisors should take reasonable steps to limit overtime scheduling which results in the loss of an Employee's availability to work normal work hours.

ARTICLE 35 – TRAINING

Section 35.1 The parties agree to maintain a joint study committee to review Employees' training and procedures to provide recommendations, and/or form possible agreements for improvements to these processes. The parties further agree that this review shall include looking at initiatives to more effectively incorporate new Employees into the organization both in terms of initial training and also through aviation and law enforcement related training areas during employment. The Union shall select no more than three (3) individuals to serve on this committee.

Section 35.2 Recommendations of the joint study committee shall be made in writing to the department head during the term of this Agreement. The department head will review the recommendations of the committee and provide a written response. The department head shall determine any final recommendation to be submitted to the Mayor for approval.

Section 35.3 Training is an essential part of the AO position and is required to meet State, Federal and Municipal standards. Training may be mandatory or voluntary and may require the employee to attend outside his normal duty shift. Management reserves the right to direct Employees regarding mandated requirements and will consider voluntary job-related training requests as appropriate. Training may be considered mandatory when determined by management to be of assistance to the Employee regarding the performance of job duties.

Section 35.4 Employees assigned to attend training shall, at the earliest possible time prior to the beginning of the assignment, be given notice of the following:

- A. Beginning date of the training assignment.
- B. Expected duration of the training assignment.

ARTICLE 36 – COMPENSATORY LEAVE

Section 36.1 When requested by an Employee, Compensatory Leave (comp time) can be accrued for overtime hours worked. Compensatory time shall accrue at the rate of one and one-half (1 ½) hours of comp time for each overtime hour worked.

Section 36.2 Any request to use accrued compensatory time shall be subject to the condition that the granting of the request shall not adversely affect the operations of the Airport. The Airports Director or authorized designee shall approve the use of compensatory time before it is taken.

Section 36.3 The maximum accrual of compensatory time that an Employee may accrue, or have in his/her bank at any one time, shall be eighty (80) hours.

Section 36.4 Compensatory time used shall not count as hours worked when computing overtime. Compensatory time shall be inclusive of shift differential.

ARTICLE 37 – EXCHANGE OF DUTY

Section 37.1 Duty exchange is defined as the voluntary trading of scheduled working time, between two Employees within the same workweek due to the Employee's need to attend to personal matters. Duty exchange shall be between Employees of like job skills and knowledge.

Section 37.2 Duty exchange shall first be approved by the Senior Airport Officer from the shift of the Employee initiating the request. Both Employees must each sign and complete an "Exchange of Duty Request" form and submit it to each Employee's shift supervisor at least twenty-four (24) hours prior to the date of such exchange. Supervisors may approve a personal emergency exchange of duty over the telephone and without a twenty-four (24) hour notice for just cause.

Section 37.3 Duty exchange will only be denied for cause, which may include, but shall not be limited to, unlike job skills and/or knowledge. Cause for denial of duty exchange shall, when possible, be discussed with the Employee prior to denial.

Section 37.4 In the event that an Employee agrees to a duty exchange with another Employee and does not show up for their work assignment, disciplinary liability shall fall upon the Employee who agreed to work in place of the other Employee. Furthermore, the Employee who is relieved from duty shall not be subject to disciplinary action if the other Employee does not show up and/or is not available during call-in.

ARTICLE 38 – RECLASSIFICATION AND PROGRESSION

Section 38.1 Reclassification shall be differentiated from promotions. Reclassification shall be defined as a change in classification and/or pay grade resulting from the

processes defined below. Reclassification may be approved by the Mayor only after a thorough evaluation of the position by the Human Resources Director or his/her designee. The following criteria must be met to reclassify a position:

- A. The present classification and/or pay grade does not adequately reflect the responsibilities of the position in relation to other City positions.
- B. There is another classification and/or pay grade which is more reflective of the position as evaluated from the standpoint of duties, responsibilities, and requirements.
- C. Those job elements which would justify a different classification and/or pay grade have come about gradually rather than through an abrupt reassignment or organizational change.
- D. Prior to the development and implementation of any new classification or classification revision which would affect Employees covered under this Agreement, the City shall notify and consult with the Union as concerns the affected classification criteria.

Section 38.2 Progressions are established by the City of Tulsa for purposes of progressing Employees through like job families based on the attainments of specific training, skill development, and/or educational goals. Progression systems effectively create standardized reclassification procedures for certain affected jobs. Prior to the development and implementation of any new progression systems which would affect Employees covered under this Agreement, the City shall notify and consult with the Union as concerns the affected classification and progression criteria.

ARTICLE 39 – PROMOTIONS

Section 39.1 For the purpose of this Agreement, a vacancy shall be defined as a regular position opening within a classification included in the bargaining unit for which funds have been appropriated and the appropriate appointing authority has requested the position be filled.

Section 39.2 Whenever a vacancy exists, the position will be posted within each department for a minimum of five (5) working days. The posted notice shall specify the location of the vacant position. Employees desiring to be considered for said vacancy shall make written application for the position on forms prescribed by the Human Resources Department to the Employment Office no later than 5:00 p.m. on the closing date set forth on the promotional announcement.

Section 39.3 The Human Resources Department shall make all determinations of the qualifications of the applicants applying for promotion. The Personnel Director or designee shall certify the three (3) most qualified applicants.

Section 39.4 Among those employees certified, the appointing authority shall appoint the most qualified applicant to the position based on fair and competitive selection criteria. The certified candidates shall receive written notification from the appointing authority within ten (10) days of a decision stating that the employee has either been selected or not selected for the subject position. If the Employee believes the reason(s) unjust, the Employee may appeal the rejection through the Grievance Procedure.

Section 39.5 Upon appointment to a higher classification an Employee shall be on probation for a period not to exceed ninety (90) calendar days. If an Employee desires to return to his/her previous position within the probationary period, the Employee may request this return, in writing, to his/her supervisor and the Human Resources Director for a decision. The appointing authority may elect to return the Employee to his/her previous position at any time during the ninety (90) day period.

Section 39.6 Promotional consideration for classifications excluded from the bargaining unit shall not be subject to the provisions of this Agreement, but shall be covered by provisions of the Human Resources Policies and Procedures Manual.

Section 39.7 An Employee shall be ineligible to apply for promotional consideration until he has completed six (6) months of continuous employment with the City of Tulsa after initial appointment.

ARTICLE 40 – EQUIPMENT, PROTECTIVE GEAR AND UNIFORMS

Section 40.1 The City shall continue to provide certain equipment and protective gear to Employees which are deemed to be necessary for the efficient performance of the normal duties of those Employees. It shall be the responsibility of the department head to determine what items are necessary for the operation of the department and to assure compliance with required safety standards and City policies. Such items which an Employee would be reasonably expected to possess and utilize in his/her field of work shall not normally be provided by the City. Effective July 1, 2009, the City shall provide new officers with a modified Airport badge. The current badge will be modified by replacing “Officer” above “Tulsa Int’l Airport” with “Law Enforcement” and “Officer” replacing “Safety” on the lower portion of the badge. Current Airport Officers will be given the option to purchase a modified badge or to modify the existing badge utilizing their uniform allowance or at their own expense. Airport Officers who elect to purchase a new badge at their own expense will be allowed to retain the badge upon separation from the City.

Section 40.2 The City shall provide each new hire Employee an initial allotment of three (3) complete sets of uniforms including all required patches and other sewn-on items in accordance with established uniform guidelines. Thereafter, the City shall provide a \$625.00 (six hundred and twenty-five dollar) uniform allowance for replacement and care of uniform and equipment each year. The time of payment shall be in the month of July for all Employees, provided funds have been appropriated for uniform allowances. The parties understand and agree that any wage surveys shall include an adjustment of the AO market wage position to reflect the City’s uniform allowance.

Section 40.3 The department head, with approval of the Human Resources Director, shall set reasonable standards of work uniform or dress including the type of clothing, color, and condition of clothing in consideration of the type of work performed by the Employee. The uniform shirt shall have matching Law Enforcement Officer patches on both shoulders and no collar brass.

Section 40.4 It shall be the responsibility of the Employee to maintain the prescribed uniform in a manner consistent with the established policy of the department. Reasonable standards of grooming shall only be established for safety, customer service, and cleanliness purposes.

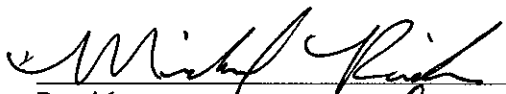
Section 40.5 Employees who sustain damage to their uniform while in the performance of their job duties as City Employees due to no fault of the Employees and which would warrant the replacement of such item or uniform may submit a written request to the department head or designee for replacement of the damaged item. Damage due negligence on the part of the Employee shall not be covered, and in such case, the employee shall be required to replace the uniform item. Upon determination by the department head that the request is valid, the department shall replace the item in question. Prescription eyeglasses shall be included in the above section, not to exceed one hundred and fifty dollars (\$150) towards the purchase of prescription eyeglasses.

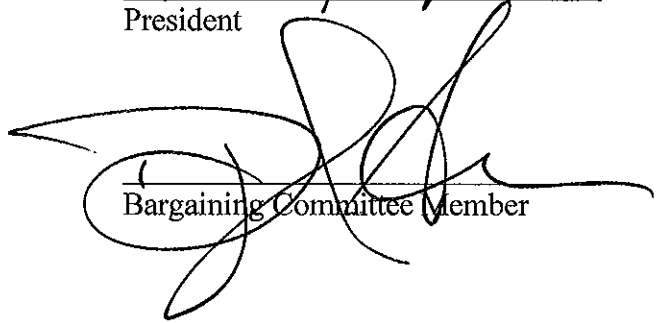
Section 40.6 The City shall provide Employees with a boot voucher of \$75 (seventy-five dollars) towards the purchase of one pair of safety footwear each fiscal year per the policy on Safety Footwear Protection approved by the Mayor. Any additional pairs of safety footwear will be subsidized by the City only at the discretion of the department head's designee and based on verified need and propriety. Employees shall be responsible for reasonable care of such footwear and compliance with the Mayor's approved policy.

Section 40.7 Upon retirement (rule of 80, regular, or early retirement as defined by the Municipal Employee Retirement Pension system) an officer shall be awarded his/her Airport badge. Retiring Employees shall also be afforded the opportunity to purchase their department issued sidearm at the current replacement cost (inclusive of shipping). The Employee shall notify the Airport Operations management of his/her intention to purchase the firearm at least three (3) weeks prior to his/her retirement date. Employees shall be required to complete all appropriate CLEET documentation and purchase forms required by the City prior to the effective date of retirement.

IN WITNESS WHEREOF, we have hereunto caused this instrument to be executed on this the 23rd day of June, 2011.

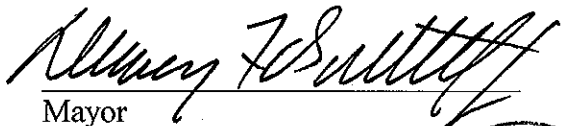
AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL NO. 1180

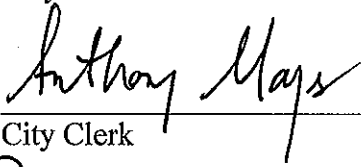
By: 
President


Bargaining Committee Member

Bargaining Committee:
Michael Rider
Daryl Shores
Doug Dolina
Mike Mashburn

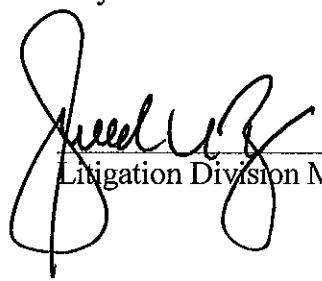
CITY OF TULSA, OKLAHOMA,
a municipal corporation

By: 
Mayor

Attest: 
City Clerk



Bargaining Committee:
Jim Twombly
Gerald Bender
Joyce Powell
Jerrold Hoffman
Ken Miller

Approved: 
Litigation Division Manager

APPENDIX A
AIRPORT OFFICER (AO) PAY SCHEDULE
EFFECTIVE JULY 1, 2010

Pay Grade	Non-Cleet Minimum													Maximum Rate
	Rate AA	Rate E	F	G	H	I	J	K	L	M	N	O	P	
AO-01														
ANNUAL	30,711.76	31,499.24	32,759.21	34,069.58	35,432.36	36,849.66	38,323.64	39,856.59	41,450.85	43,108.88	44,833.24	46,626.57	48,491.63	50,431.30
MONTH	2,559.31	2,624.94	2,729.93	2,839.13	2,952.70	3,070.80	3,193.64	3,321.38	3,454.24	3,592.41	3,736.10	3,885.55	4,040.97	4,202.61
SEMI	1,279.66	1,312.47	1,364.97	1,419.57	1,476.35	1,535.40	1,596.82	1,660.69	1,727.12	1,796.20	1,868.05	1,942.77	2,020.48	2,101.30
H(40)	14.77	15.14	15.75	16.38	17.03	17.72	18.42	19.16	19.93	20.73	21.55	22.42	23.31	24.25
AO-02														
ANNUAL		35,700.28	37,128.29	38,613.42	40,157.96	41,764.28	43,434.85	45,172.24	46,979.13	48,858.30	50,812.63	52,845.14	54,958.94	57,157.30
MONTH		2,975.02	3,094.02	3,217.79	3,346.50	3,480.36	3,619.57	3,764.35	3,914.93	4,071.52	4,234.39	4,403.76	4,579.91	4,763.11
SEMI		1,487.51	1,547.01	1,608.89	1,673.25	1,740.18	1,809.79	1,882.18	1,957.46	2,035.76	2,117.19	2,201.88	2,289.96	2,381.55
H(40)		17.16	17.85	18.56	19.31	20.08	20.88	21.72	22.59	23.49	24.43	25.41	26.42	27.48

APPENDIX A-1
AIRPORT OFFICER (AO) PAY SCHEDULE
EFFECTIVE JULY 1, 2011

Pay Grade	Non-Cleet Minimum															Maximum Rate
	Rate	Rate														
	AA	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
AO-01																
ANNUAL	30,711.76	31,499.24	32,759.21	34,069.58	35,432.36	36,849.66	38,323.64	39,856.59	41,450.85	43,108.88	44,833.24	46,626.57	48,491.63	50,431.30	51,439.92	
MONTH	2,559.31	2,624.94	2,729.93	2,839.13	2,952.70	3,070.80	3,193.64	3,321.38	3,454.24	3,592.41	3,736.10	3,885.55	4,040.97	4,202.61	4,286.66	
SEMI	1,279.66	1,312.47	1,364.97	1,419.57	1,476.35	1,535.40	1,596.82	1,660.69	1,727.12	1,796.20	1,868.05	1,942.77	2,020.48	2,101.30	2,143.33	
H(40)	14.77	15.14	15.75	16.38	17.03	17.72	18.42	19.16	19.93	20.73	21.55	22.42	23.31	24.25	24.73	
AO-02																
ANNUAL		35,700.28	37,128.29	38,613.42	40,157.96	41,764.28	43,434.85	45,172.24	46,979.13	48,858.30	50,812.63	52,845.14	54,958.94	57,157.30	58,300.44	
MONTH		2,975.02	3,094.02	3,217.79	3,346.50	3,480.36	3,619.57	3,764.35	3,914.93	4,071.52	4,234.39	4,403.76	4,579.91	4,763.11	4,858.37	
SEMI		1,487.51	1,547.01	1,608.89	1,673.25	1,740.18	1,809.79	1,882.18	1,957.46	2,035.76	2,117.19	2,201.88	2,289.96	2,381.55	2,429.19	
H(40)		17.16	17.85	18.56	19.31	20.08	20.88	21.72	22.59	23.49	24.43	25.41	26.42	27.48	28.03	

APPENDIX A-2
EXPERIENCE AND STEP PLACEMENT GUIDELINES
For New Hires Per Article 19, Section 19.2

<u>Step Placement</u>	<u>CLEET Certified</u>	<u>Years of Law Enforcement Experience</u>	<u>Years of Airport Operations Experience</u>
F	Yes	1-7	1-3
G	Yes	8-14	4-7
H	Yes	15-20	8-11
I	Yes	20+	12+

APPENDIX B – WORK RULES FOR PERSONAL CONDUCT

It is the policy of the City of Tulsa to foster a mutual concern for the efficient, orderly and safe operation of all City departments. Toward that end it is desirable to have clear, well-defined rules of personal conduct which are understood and communicated between Employees at all levels of the organization.

These rules of conduct are not designed to restrict Employee rights, but rather to define them and thus protect the rights of all. Disciplinary action will only be taken after consideration of the offense, as well as the work history of the Employee. Such action shall be for the purpose of helping the Employee to correct mistakes rather than to merely punish. The application of discipline shall be of appropriate severity for the offense committed and as consistent as possible among all departments of the City.

It is not the intent that the work rules listed below be inclusive, but are stated as guidelines for personal conduct. Commission of, or being a party to, any of the following acts, or other acts contrary to good order, will be grounds for disciplinary action. Such action may include a written reprimand, suspension, demotion or discharge.

This Appendix is not part of the negotiated agreement but has been included in this booklet for informational purposes.

RULES

- R-1 Reporting late to work.
- R-2 Failure to report absence from duty to the immediate exempt supervisor or in his/her absence, to an available exempt supervisor within a reasonable period of time (normally as soon as it is apparent that it will be impossible to report for work, but at least thirty (30) minutes prior to the start of the assigned shift), unless otherwise directed by management.
- R-3 Absence from work without notification to an appropriate supervisor.
- R-4 Abuse or misuse of sick leave, funeral leave, or any other City benefits.
- R-5 Absence from duty without reasonable cause.
- R-6 Commitment of acts, on or off the job, which would bring embarrassment, distrust, or discredit to the City of Tulsa.
- R-7 Failure to punch time card or properly use applicable record keeping systems.
- R-8 Knowingly punching the time card of another Employee, having one's time card punched by another Employee, or unauthorized alteration of a time card or time report.

- R-9 Falsification of any written, electronic, or oral record, report, or documents arising from or related to employment or work with the City.
- R-10 Gambling, or engaging in a lottery on City premises.
- R-11 Immoral, indecent, or obscene conduct or language.
- R-12 Discourteous, disrespectful, or abusive conduct to citizens or other employees.
- R-13 Failure to meet established or appropriate standards of personal appearance and hygiene.
- R-14 Possession of weapons, explosives, or dangerous materials on the job without written authorization from the department head.
- R-15 Posting or removing any item from a bulletin board without proper authorization.
- R-16 Concealment of or failure to report a significant error, mistake, unsafe working condition or injury.
- R-17 Improper use of authority by using official position for personal profit or advantage.
- R-18 Acceptance of a gift or money given with the intent of influencing the Employee in the performance of his or her official duties.
- R-19 Violation of the Safety and Health Manual provisions, safety rules or the performance of unsafe work practices.
- R-20 Littering or contributing to poor housekeeping, unsanitary or unsafe conditions on City premises.
- R-21 Conviction of or plea of guilty to a traffic violation while in a City-owned vehicle or while on City time in any vehicle.
- R-22 Using, possessing or selling alcohol or dangerous, illegal or illicit drugs on the job, or reporting to work under the influence of alcohol or such drugs.
- R-23 Taking more than specified time for meals, rest periods or coffee breaks.
- R-24 Stopping work or making preparation to leave work before specified time authorized by the appropriate supervisor.
- R-25 Leaving the work site without authorization.

- R-26 Engaging in horseplay, scuffling, demonstrations, or other actions which are disruptive to the normal work process.
- R-27 Wasting time, loafing, or sleeping on the job.
- R-28 Selling, soliciting, distributing written materials, or collecting money for any non-job related purpose on City time or property, unless given prior, proper authorization.
- R-29 Threatening, intimidating, coercing, assaulting, harassing or otherwise interfering with employees on the job.
- R-30 Fighting during working hours or on City properties or job sites.
- R-31 Refusal to obey order of supervisor or refusing to perform a job assignment. An Employee should carry out order and assignments; then if a complaint exists, use the proper grievance procedure.
- R-32 Abusive, disrespectful, or insubordinate language to citizens, supervisors, and other employees.
- R-33 Negligent misuse, damage, or destruction to City property or the property of others.
- R-34 Willful or malicious misuse, damage or destruction to City property or the property of others.
- R-35 Removal of any City property or materials from the work premises without proper authorization.
- R-36 Use of City personnel or materials for purposes which are not authorized by the department head or designee.
- R-37 Theft or misappropriation of City property.
- R-38 Violation of the provisions of the Charter of the City of Tulsa or the Personnel Policy and Procedures Manual regarding political activity (see Section 801, Political Activities).
- R-39 Violation of any provision of the Personnel Policy and Procedures Manual or established internal departmental policies.
- R-40 Taking, receiving, viewing, or divulging competitive examination materials without proper authorization, or cheating in any way on a promotional procedure or test.
- R-41 Divulging confidential material or reports.

R-42 Negligence, inefficiency, or incompetence in the performance of job duties.

R-43 Installing unauthorized software on City computer equipment.

R-44 Committing or condoning discrimination or sexual harassment.

R-45 Displaying, distributing or accessing information, material or paraphernalia of a sexually explicit nature.

APPENDIX C – DEFINITIONS

Supervisor or Immediate Supervisor – Any full-time employee who represents the management of the City and oversees, directs, and instructs one or more Employees. Such person works in a classification excluded from the bargaining unit.

Employee – An Employee in one of the classifications covered by this Agreement. Regular full-time Employees shall be included in the terms of this Agreement. Temporary or seasonal employees shall not be included in the terms of this Agreement.

Harassment – Intentional, unsolicited conduct by a person or a group of persons in which words, gestures, or actions that may tend to annoy, hinder, alarm, offend and/or abuse another person or group of persons, and the conduct in fact seriously annoys, hinders, alarms or abuses the other person or group of persons.

Masculine Pronouns – Whenever applicable, the masculine pronoun as used herein shall include the feminine.

Emergency – An unforeseen circumstance or a combination of circumstances which calls for immediate action.

Discretion – A decision-making method guided by rules and sound management practices within a particular work area which must meet the standards of not being arbitrary, capricious, or discriminatory. The use of discretion as indicated within this agreement shall be subject to the grievance procedures based only on those specific standards.

Satisfactory Performance Increase (SPI) – An annual increase in pay involving movement from one pay step to the next pay step within the same grade level and requiring at least a proficient performance rating. Individuals rated inadequate are ineligible for an SPI.

APPENDIX D
CONTRACT GRIEVANCE FORM

Issue: _____

AFSCME Local 1180 and City of Tulsa

Employee's Name:

Classification:

Department:

Section:

Supervisor:

Date of Incident:

Member became aware:

Grievance Procedure

Refer to Article 15 of the Collective Bargaining Agreement between the City of Tulsa and AFSCME Local 1180 for specific procedural steps and time frames for non Civil Service matters.

Contract provisions violated:

Facts pertaining to grievance:

Requested Remedy:

Contract Grievance Form – Page 2

Procedural Steps	Date Presented	Presented To:	Response Date
Step 1 Oral Grievance			
Step 2 Written grievance to Department Head or Designee			
Step 3 Written grievance with attached 2nd step response presented in person to HR Director's designee (OTC-5)			
Step 4 Written request for arbitration List Strike			
Step 5 Arbitration date			

Grievant's signature: _____

AFSCME Grievance Committee signature: _____

AFSCME President's or Designee's Signature: _____

Notes/Disposition of Case: