

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Changes to Collective Bargaining Agreement with Fire Majors.

- Article 18 – Alcohol and Drug-Free Workplace
 - Implementation of confirming blood test.
 - Employee may request split sample be tested at certified laboratory at his or her expense.
 - Employees involved in a critical incident must report incident to a supervisor. An employee will be tested under specific circumstances.
 - Fire Chief retains discretion for post-critical incident testing.
- Article 19 – Discipline
 - LFUCG can implement discipline of 2 weeks suspension or less before the issue is decided by an arbitrator. This is a significant improvement to the discipline process.
- Article 25 – Compensatory Time
 - Increase to maximum accrual from 218 hours to 338 hours
- Article 27 – Vacations
 - During the first 2 years of the agreement, employees accrue 2 fewer hours of vacation per month.
- Article 28 – Holidays
 - The following holidays are temporarily suspended for 2 years: Good Friday, September 11th, Day after Thanksgiving.
 - Holiday premium pay for Independence Day, Thanksgiving, Christmas Day, and Christmas Eve only paid after first 2 years of agreement.
- Article 30 – Bereavement Leave
 - Increase to 32 hours from one calendar day
- Article 31 – Injury Leave
 - Clarification of language consistent with current practice.
 - Allows continuation of injury leave for a total of 2 years if specific return to work date
- Article 34 – Scheduling of Leaves
 - Provides for payout of comp time when worked because Commissioner of Public Safety declared “exigent circumstances” required it.
- Article 39 – Uniform/PPE/Equipment
 - Implements a quartermaster system for uniforms and equipment.
 - Reduces allowance from \$200 per month to \$100 per month in year one and two.

- Reduces allowance from \$200 per month to \$125 per month in year three.
- Beginning July 1, 2013, employees receive \$500 per year in a vendor account for acquiring uniforms and equipment.
 - All equipment purchased through quartermaster system belongs to LFUCG and must be returned upon separation of employment.
- Article 46 – Pay Schedule
 - Wage freeze for 2-years.
 - Bargaining unit members do not advance on the step schedule during the first 2 years of the agreement.
 - Beginning in third year bargaining unit members resume step movement
 - At beginning of third year there is a 1% across the board step schedule increase.
 - At end of third year, one additional step if eligible
 - At beginning of third year one additional step created at 1.5% over high step
- Article 53 – Term of Agreement
 - Agreement is for 3 years.

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