

## SETTLEMENT SUMMARY

### City of Gallup – UMWA Successor Agreement

There is a total of 28 different Articles in the collective bargaining agreement between the UMWA and the City. As a result of negotiations, 16 of those Articles remain unchanged with the parties agreeing to keep current language. The Articles that have changes are as follows;

1. **ARTICLE I – PARTIES TO THE AGREEMENT** (Changed the UMWA Local number to 2005)
2. **ARTICLE II – RECOGNITION**
  - a. **Section C. Privatization and Contracting Out** (Corrected two typos)
  - b. **Section G. Term of Agreement** (Agreed to a three-year contract with a reopener for wage rates in March of 2021)
3. **ARTICLE IV – UNION RIGHTS**
  - a. **Section E. Leave for Union Business** (Union officials may leave work upon request with less than 24hrs notice if they have an emergency. Management constitutes what is an emergency).
4. **ARTICLE V – COMMUNICATION BETWEEN THE PARTIES** (Changed from monthly meetings to at dates, times and locations mutually agreed upon)
5. **ARTICLE VI – DUES DEDUCTION**
  - a. **Section B. Hold Harmless** (Changed the word “Section” to “Article” to correct a reference in the text)
6. **ARTICLE IX – GRIEVANCE AND ARBITRATION PROCEDURE**
  - D. STEPS
    - Step 2. To improve communication on grievances that involve the interpretation of the contract, the grievance form must have an attached narrative in letter format detailing how grievant believes the contract was violated.
    - Step 3. If Union wants witnesses at the grievance with the City Manager the union must notify the witnesses.
  - F. MISCELLANEOUS
    2. Union may request additional representatives to be present for training purposes but they are only allowed at the discretion of management.
7. **ARTICLE X – PERSONNEL FILES**
  - a. **Section D. Content of Personnel File** (In order to comply with public records requirements, the parties may not purge a file as a settlement. Instead, **A copy of a grievance settlement will be attached to any document contained in the personnel file that is the subject of the grievance.**
8. **ARTICLE XII – JOB TITLE** (Deleted language regarding implementing an Electric Lineman Apprentice Program because it has been implemented).

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**9. ARTICLE XIV – HEALTH & SAFETY**

**Section A. Safe, Healthy, and Harmonious Work Place** (Committee will meet at dates, times and locations to discuss health and safety issues of mutual concern.

Instead of monthly

**10. ARTICLE XXII-ON CALL DUTY/ PAY** (Changed the words “Stand by” to “On call” in order to be consistent.

**11. ARTICLE XXIII-HEALTH INSURANCE** (During the term of this agreement the City will pay ~~70%~~ **80%** of the health insurance premium).

**12. ARTICLE XXVIII – COMPENSATION SUMMARY:** There shall be no pay increases during the *first year* of this Agreement, however negotiations may be reopened in the month of March 2021 by either party on the limited issue of wage rates.

**Bargaining Unit Job Titles:**

Changed the names of two job titles to comply with changes in state law and council action.

Added Electric Lineman Apprentice because of the implementation of the Apprenticeship Program