

**SUMMARY OF ARTICLE CHANGES
COLLECTIVE BARGAINING AGREEMENT
BETWEEN CLARK COUNTY, NEVADA,
AND SEIU LOCAL #1107**

ARTICLE 8 – UNION RIGHTS

Language was added to allow the union vice president, if a County employee, to be scheduled 4 hours paid time off per calendar week to accomplish union business. Additionally, up to 4 chief stewards may now be scheduled an aggregate of 32 (increased from 20) hours paid time off per calendar week to accomplish general Union business.

ARTICLE 11 – DISPUTE RESOLUTION PROCESS

Current language was modified to allow an employee to have a final written warning removed from his/her personnel file after 24 months if no ensuing discipline occurs

ARTICLE 14 – BASIC WORKWEEK

The hours between the end of an employee's last regularly scheduled shift and the beginning of an employee's first regularly scheduled shift following his/her scheduled two or three 24-hour periods off shall be considered his her weekend.

ARTICLE 15 – COMPENSATION

Employees shall receive a one per cent (1%) salary increase for employees effective July 1, 2009.

ARTICLE 18 – OVERTIME, CALLBACK, AND STANDBY PAY

Language was added to exempt from overtime and compensatory time all class codes in Appendix A, and any amendments thereto, beginning with an "E" code.

ARTICLE 21 – SALARY ADJUSTMENT

Language was modified to reflect the following changes: (1) Employees who successfully complete their probationary and qualifying periods shall be eligible to receive a three per cent (3%) salary adjustment; (2) An employee shall also be eligible for a 0% (unsatisfactory) or 4% (meets performance standards) salary adjustment on his/her anniversary date, whether occurring at the same or a different time as the probation or qualifying increase; (3) An employee shall be disqualified from receiving a 4% annual salary increase if he/she: (a) receives a final written warning; (b) receives a suspension under Article 36; and/or (c) is deemed to have violated Federal Aviation Authority (FAA) and/or Homeland Security Act (HSA) provisions; and (d) is in leave without pay for over 6 months of the evaluation period. (4). No employee may grieve the receipt of a 0% or 4%; (5) Employees will no longer receive interim evaluations if their performance is unacceptable in two (2) or more performance factors; and (6) Employees receiving a 0% on their annual review may continue to appeal their 0% evaluation to the Article 21 "Appeal and Review Committee".

ARTICLE 22 - HOLIDAYS

If an employee works a schedule other than Monday through Friday, when a holiday falls during the employee's regular day off and/or weekend, the employee shall bank the appropriate amount of hours; i.e. 8, 9, or 10, based upon the employee's regular work shift schedule.

ARTICLE 25 - MISCELLANEOUS LEAVES

On a one-time, non-precedent-setting basis, employees will be given an 8, 9, or 10-hour "personal leave day", based upon the employee's regularly scheduled shift as of March 27, 2009. This leave must be pre-authorized in writing, and must be used as an entire day between September 8, 2009 through June 30, 2010.

ARTICLE 34 - TOOLS AND UNIFORM

The titles of Airport Equipment Mechanic and Senior Airport Equipment Mechanic were added to the tool allowance eligibility list.

ARTICLE 43 - TERMS OF AGREEMENT

The parties agree that by on or before February 1, 2010, they will initiate negotiation related to the next contract cycle on economic terms only, excluding longevity. Also, the current Agreement shall be extended for one year, to June 30, 2011, for all non-economic terms, including longevity.

Al Martinez 4-1-09
FOR THE UNION

Jose E. Nadeau 4-1-09
FOR THE EMPLOYER