

**CITY OF MODESTO
MODESTO CITY EMPLOYEES ASSOCIATION
TENTATIVE AGREEMENT
2009-2010**

The following contains the key elements of a tentative agreement between the Modesto City Employees Association and the City of Modesto.

Term – one year, June 23, 2009 – June 22, 2010

Salary – no Across the Board increase for the term of the contract.

Furloughs – 96 hours of furlough during fiscal year 2009-10. City recognizes MCEA's interest that the majority of furloughs be accomplished through planned closures, and would prefer one week closure at Christmas and a partial or full week closure at Thanksgiving. City will need to coordinate any such closures with other bargaining units and to ensure sufficient coverage of utilities and other critical functions.

Health, Dental Vision (Actives): – City contribution to health insurance increased effective July 21, 2009.

	<u>Current</u>	<u>Increase</u>
Family :	\$957	\$1050
Employee only:	\$535	\$596
Opt Out:	\$425	\$450

Health, Dental Vision (Actives): - Retirees without dependent coverage. This contribution rate is subject to changes in the lowest priced HMO health plan for active employees.

Layoff language – In addition to other negotiated changes including adjusted seniority date for performance, MCEA represented employees who had prior regular status in a classification in a different department may bump to the previously held class and department in lieu of layoff. Cross department bumping will be limited to situations where an employee would otherwise be laid off from current department. Employees will be required to serve a probationary period. This provision sunsets with the expiration of the contract.

Crane – Other than Water Division, MCEA represented employees will receive a \$5 per shift pay differential when operating a crane.

Other Tentative Agreements – This proposal includes all previously agreed upon changes.

Full Understanding and Modification Waiver – City withdraws this item.

Other Issues – City withdraws all other unresolved issues; MCEA to withdraw all other unresolved issues.