



NTEU 245 Collective Bargaining Agreement

Ratification Vote

Proposed Changes to the Contract

- ❖ Performance Awards
- ❖ Comp. Time Program
- ❖ Credit Hour Program
- ❖ Part-Time Program
- ❖ Doubling
- ❖ Other



Performance Awards (Article 31)

❖ Productivity Awards

- 6% Ceiling lifted. Depending upon grade level, can earn 28-40% of salary
- Can earn up to \$10,000 each six months
- Productivity award paid twice a year
- Award based on points generated per 1/2 year tied to a productivity awards scale (attached)
- Most if not all attorneys who are Commendable in production will receive more money in their production award than they do now
- Overtime and compensatory hours will be counted
- Transition Plan



Performance Awards (Article 31)

❖ Quality Award

- 3%...same as under the current contract

❖ Mentoring Award

- 1/4% of salary for every month you mentor an employee without partial signatory authority
- 1/10% for each employee with partial signatory authority
- Percentages are for each employee mentored
- Transition Plan



Compensatory and Credit Hour Program (Article 18)

- ❖ Regular Compensatory time: Amount you may earn increased from 140 to 400 hours per year. May use up to 80 hours consecutively, 80 hours in a quarter, and 320 hours in a FY.
- ❖ Special Compensatory Time: May use up to 320 hours in any 12 month period for maternity/paternity, FMLA, and adoption
- ❖ Credit Hours (section 5): Part-time employees may earn credit hours after their scheduled work day until 8:00 p.m. or from 6:30 a.m. - 8:00 p.m. on their Monday -Friday unscheduled work days



Part-Time Program (Article 23)

- ❖ Can request to work temporary part-time for six months once every two years. May convert to permanent status within the first three months
- ❖ Requests for permanent part-time status will be granted subject to accepting a work schedule and law office that permits office space to be efficiently used
- ❖ Schedule: 16-32 per week, 8 hours between 8:30 a.m. and 5:00 p.m. and 16 hours between 6:30 a.m. and 8:00 p.m.
- ❖ May revert to full-time status when vacancy occurs



Doubling (Article 14)

- ❖ Attorneys are to be given two weeks notice that they are to be doubled, if practicable
- ❖ Office shall collect and share with the union data comparing the performance of employees who are doubled against those who are not
- ❖ Office moves within your law office will generally occur quarterly



Other Provisions

- ❖ Union Time (Article 16)
- ❖ ADR/Grievances (Article 11)
- ❖ Law Office Transfers (Article 12)
- ❖ E-Mail (Article 8)
- ❖ Leave for Religious Observances (Article 18)
- ❖ Employee Assistance (Article 13)



Next Steps

- ❖ Briefings
- ❖ Ratification
- ❖ Execution and Agency Head Review if ratified
- ❖ Implementation

