

Newport Employees' Association
MOU
Voluntary Weekly On-Call Sign Up Process/Trial Period

The parties agree that the existing terms of Article 17, Section 1 of the Collective Bargaining Agreement (CBA) are modified by this MOU.

The parties agree to a one year pilot project for voluntary weekly on-call as follows:

Employees covered by this contract who are scheduled as the designated weekly on-call employee shall be paid a total of \$560 for this period of on-call time. The designated on-call employee will be on-call beginning Friday at the end of their regular shift until the following Friday shift end. While on on-call status, the employee is required to be reachable by phone or pager, must be fit and available for work, and must be able to respond within ½ hour of call-back. The City shall provide an on-call cell phone and pager.

Employees covered by this contract who are designated as on-call for a holiday shall be paid \$125.00 for the holiday in addition to the regular on-call pay. Employees designated as on-call for Christmas Eve shall be paid a total of \$62.50.

If the City designates and/or assigns other bargaining unit employees on-call status, they shall receive the same compensation.

The City shall determine the number of on-call employees needed at any particular time. An on-call schedule shall be prepared at the beginning of the calendar year showing the on-call duty for that year. This schedule shall be posted in the On-Call outlook profile located on the City server and available on the on-call phone and shall be kept up-to-date by the on-call employee if their scheduled duty changes. If the City designates and/or assigns other bargaining unit employees on-call status, they shall receive the same compensation. An on-call supervisor shall be available by phone at all times.

If an on-call employee is called back to work, he/she shall be compensated in accordance with Article 17, Section 2 of the Collective Bargaining Agreement (CBA) in addition to the on-call amount.

Employees, who are scheduled as the designated on-call employee and live within a reasonable distance to be determined by the City, may take a City vehicle home for on-call purposes. A cell phone will also be available in the vehicle of the designated on-call employee for the purpose of making work-related phone calls. No personal use of the cell phone will be allowed.

All bargaining unit employees determined by the City to meet necessary qualifications may be on the voluntary on-call list.

By Friday, November 20, 2015, the Association shall bid for weekly on-call for November 27, 2015 for the following one year period, in six month time periods.

The sign-up list for the first six consecutive months shall be binding, the second six consecutive months are subject to re-bid after ratification at the Association's request and subject to any language subsequently adopted by the parties.

The parties shall meet in April 2016 to discuss continuation of weekly on-call in years two and three of the Collective Bargaining Agreement (CBA).

This MOU is contingent upon the Association providing complete call coverage for the first six months.

Unless agreed to by both parties, this MOU will expire at the end of the six month time period.

Mike Eastman
NEA President

Date

Spencer Nebel
City Manager

Date