

RESOLUTION NO. 87

2018

AUTHORIZING THE MAYOR AND OTHER APPROPRIATE CITY OFFICIALS TO EXECUTE AND ENTER INTO A MEMORANDUM OF UNDERSTANDING BETWEEN LOCAL LODGE 2462 AND THE CITY OF SCRANTON AND THE SCHOOL DISTRICT OF THE CITY OF SCRANTON REGARDING THE SINGLE TAX OFFICE COLLECTIVE BARGAINING AGREEMENT.

WHEREAS, accept as otherwise specifically provided by this Memorandum of Understanding (MOU), all terms and conditions of the parties' 2013-2017 Collective Bargaining Agreement shall remain in full force and affect for the duration of the successor Agreement provided by this Memorandum of Understanding; and

WHEREAS, the 2013-2017 Collective Bargaining Agreement shall be extended for a period of three (3) years, commencing on January 1, 2018 and terminating on December 31, 2020; and

WHEREAS, except as specifically provided herein, all modifications to the 2013-2017 Collective Bargaining Agreement shall become effective with the pay period next following the mutual ratification of this Memorandum of Understanding a copy of which is attached hereto as and incorporated herein by reference thereto as Exhibit "A".

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SCRANTON that the Mayor and other appropriate City officials are authorized to execute and enter into a Memorandum of Understanding between Local Lodge 2462 and the City of Scranton and the School District of the City of Scranton regarding the Single Tax Office Collective Bargaining Agreement attached hereto as Exhibit "A" and incorporated herein by reference thereto.

SECTION 1. If any section, clause, provision or portion of this Resolution shall be held invalid or unconstitutional by any Court of competent jurisdiction, such decision shall not affect any other section, clause, provision or portion of this Resolution so long as it remains legally enforceable minus the invalid portion. The City reserves the right to amend this Resolution or any portion thereof from time to time as it shall deem advisable in the best interests of the promotion of the purposes and intend of this Resolution and the effective administration thereof.

SECTION 2. This Resolution shall become effective immediately upon approval.

Introduced in Council on above date and referred to Committee on RULES

November 19, 2018

L. Reed
City Clerk

Scranton, Pa. November 26, 2018
Committee on Rules reports favorably on the within resolution.

[Signature]
Chairman

CERTIFIED COPY

L. Reed
City Clerk

SECTION 3. This Resolution is enacted by the Council of the City of Scranton under the authority of the Act of Legislature, April 13, 1972, Act No. 62, known as the "Home Rule Charter and Optional Plans Law", and any other applicable law arising under the laws of the State of Pennsylvania.

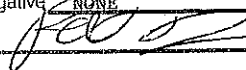
Passed by the Council

November 26, 2018

Receiving the Affirmative votes of Council Persons

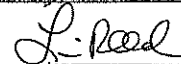
PERRY, DONAHUE, EVANS, GAUGHAN, ROGAN

Negative NONE


President

Approved 11-27-18

 Mayor

 City Clerk

Certified Copy



DEPARTMENT OF HUMAN RESOURCES

CITY HALL • 340 NORTH WASHINGTON AVENUE • SCRANTON, PENNSYLVANIA 18503 • PHONE: 570-348-4246 • FAX: 570-348-4202

**MEMORANDUM OF UNDERSTANDING
THE TAX COLLECTOR OF THE SCRANTON SINGLE TAX OFFICE
ON BEHALF OF
THE CITY OF SCRANTON, THE SCHOOL DISTRICT OF THE CITY OF SCRANTON
AND COUNTY OF LACKAWANNA
AND
LOCAL LODGE 2462 AFFILIATED WITH DISTRICT I OF THE INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS, AFL-CIO
2018 – 2020**

1. UNAFFECTED PROVISIONS

Except as otherwise specifically provided by this Memorandum of Understanding, (MOU) all terms and conditions of the parties' 2013 – 2017 Collective Bargaining Agreement shall remain in full force and effect for the duration of the successor agreement provided by this Memorandum of Understanding.

2. EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT

The 2013 – 2017 Collective Bargaining Agreement shall be extended for a period of three (3) years, commencing on January 1, 2018 and terminating on December 31, 2020.

3. EFFECTIVE DATE OF MODIFICATIONS

Except as specifically provided herein, all modifications to the 2013 – 2017 Collective Bargaining Agreement shall become effective with the pay period next following the mutual ratification of this Memorandum of Understanding.

MUTUALLY AGREEABLE TERMS

- 1. Article XIII: SENIORITY, Section 7.B:** All job openings in the Tax Office shall be bulletined. Such bulletins will be posted on the Tax Office bulletin boards for three (3) working days. The bulletins will state the number of jobs to be filled, the shift on which the work is to be done, the rates of pay for each job and the qualifications required to fill the position. Any employee bidding for more than one job shall indicate the order of preference on the bulletin signed. If the employee is the senior bidder for more than one job, the employee shall have the opportunity to qualify only for the job ranked highest in the employee's preference. The qualified bidder

with the highest seniority shall be selected to fill the job for a trial period of not less than ten (10) working days. All transfers as a result of this trial shall be temporary until satisfactory completion of the trial period involved. At the conclusion of the trial period, the employee's performance during the trial period will be reviewed by a committee comprised of union members and Tax Office management.

2. **Article XVIII SICK LEAVE & LEAVE OF ABSENCE: Section 1:** Sick leave – twelve (12) days – however, it will accumulate at the rate of one (1) day per month, per year. This will constantly accumulate. If no days are taken off, employees may accumulate up to a maximum number of one hundred twenty-eight (128) working days.

Any employee who is off work as a result of any illness or injury for more than three consecutive days or who exhibits sick leave abuse shall be required to furnish a doctor's certificate concerning the illness or injury. In addition, the Employer may, at its discretion, order an evaluation of the employee's condition by medical personnel of the Employer's choosing at the Employer's expense. However, if any employee does come down with a serious illness (with proof) during the current year, the Employer shall waive these rules and protect the employee for up to forty- five (45) working days.

It is further acknowledged that when an employee shall request a leave of absence pursuant to Article XVIII, Section 2 that it is not a prerequisite that the employee use up all personal and vacation days.

Any employee, who has accumulated sick leave as of the date of his/her retirement, will be paid their daily rate for the first 30 days accumulated. In addition, for time accumulated beyond 30 days and up to 120 days, (i.e. day 31 through and including day 120), employees shall be paid twenty-five dollars (\$25.00) per day to a maximum of two thousand two hundred fifty dollars (\$2,250).

3. **Article XX: DEATH IN FAMILY:** In the case of the death of a member of the immediate family of an employee, the Employer, will protect such employee against loss of his wages on his regular job for up to four (4) scheduled work days lost because of such death, during the period beginning with the date of death and ending within ten (10) days after the date of burial. Immediate family shall be defined as: wife, husband, child, step-child, mother, father, step-mother, step-father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, step-mother-in-law, step-father-in-law, brother-in-law, sister-in-law, aunt and uncle.

4. **Article XXII INSURANCE, Section 1.B.2:** During calendar years 2018 through 2020, the employees of this bargaining unit shall pay the following payroll deductions:

COVERAGE	2018	2019	2020
SINGLE	\$1,248	\$1,248	\$1,248
PARENT + CHILD	\$1,378	\$1,378	\$1,378
PARENT + CHILDREN	\$1,456	\$1,456	\$1,456
HUSBAND + WIFE	\$1,508	\$1,508	\$1,508
FAMILY	\$1,638	\$1,638	\$1,638

5. **APPENDIX A:** The Drug and Alcohol Policy attached hereto as Exhibit A is adopted.
6. **Article XXIII: Wages & Classifications:** There will be no base wage increase for 2018. Annually, for the duration of this agreement, beginning on or before October 31, 2018 all parties to this agreement will re-open the discussion of wage increases.
7. **Article XXII INSURANCE, Section 1.A:** The present term life insurance policy provided for bargaining unit employees shall be \$50,000. Any employee who retires in accordance with the provisions of the City of Scranton Municipal Pension Fund during the term of this Agreement shall be covered by a \$10,000 life insurance policy.
8. A one-time \$750 bonus payable by the City of Scranton within 30 days of ratification to each bargaining unit member.

It is specifically understood that the signatures below indicate a tentative agreement to the provisions set forth in this document pending approval of the Scranton School Board and Scranton City Council.

BUSINESS AGENT, IAMAW LOCAL 2462

TAX COLLECTOR, SCRANTON SINGLE TAX OFFICE

SOLICITOR, SCRANTON SCHOOL DISTRICT

LABOR COUNSEL, CITY OF SCRANTON

Exhibit A

**THE TAX COLLECTOR OF THE SCRANTON SINGLE TAX OFFICE
ON BEHALF OF
THE CITY OF SCRANTON, THE SCHOOL DISTRICT OF THE CITY OF
SCRANTON AND COUNTY OF LACKAWANNA
AND
LOCAL LODGE 2462 AFFILIATED WITH DISTRICT I OF THE
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
WORKERS, AFL-CIO**

Purpose:

The use of illegal drugs and abuse of other controlled substances, on working hours or off, is inconsistent with the law abiding behavior expected of all citizens. A condition of employment for each employee is to refrain from reporting to work or working with the presence of illegal or illicit drugs or alcohol in his or her body. The unlawful manufacture, distribution, dispensing, possession or use of controlled substances in the workplace is strictly prohibited. Employees who use illegal drugs or abuse other controlled substances or alcohol tend to be less productive, less reliable, and prone to greater absenteeism resulting in the potential for increased cost, delay and risk in conducting City business. Ultimately, they threaten the ability of the City to accomplish its responsibilities to the citizens of the City of Scranton.

In addition, employees have the right to work in an alcohol and drug-free environment and to work with persons free from the effects of alcohol and drugs. Employees who abuse alcohol or drugs are a danger to themselves and to other employees.

Finally, the City is subject to the Drug-Free Workplace Act of 1988, this law requires the City to certify that it has instituted a program to achieve a drug-free workforce.

The City is interested in the welfare of its employees and the ability of those employees to serve the citizens of the City of Scranton and is therefore committed to maintaining a safe and healthy workplace free from the influence of alcohol and drugs.

Policy:

Possessing, using, distributing, or being under the influence of prohibited drugs is cause for disciplinary action, up to and including termination of employment. Unauthorized use or possession of alcohol, or being under the influence of alcohol while on the job or on the City's property, may be cause for disciplinary action up to and including termination of employment. Recognizing that substance abuse is an illness, it is the City's policy to prevent and rehabilitate rather than terminate the employment of workers who are drug abusers. No employee who has not been determined to be in violation of this Policy shall be discharged for substance use without first having been offered the

Exhibit A

opportunity to discontinue use either through personal choice or by treatment for chemical dependency if such treatment is needed.

Definitions:

A. **"Under the influence"** is defined as the presence of alcohol or drugs in a person's system at a level prohibited by the City as indicated by the cut off chart listed below. Prohibited drugs include, but are not limited to marijuana, hashish, heroin, cocaine, hallucinogens, "designer" or generic drugs, depressants, stimulants, and any other controlled substance not prescribed for current treatment by a licensed physician.

B. **Alcohol** is defined as the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols in methyl and isopropyl alcohol, no matter how it is packaged or in what form the alcohol is stored, utilized or found.

C. **Drug** means both alcohol and illicit drugs.

D. **Drug Test** means any chemical, biological, or physical instrumental analysis administered by a certified laboratory for the purpose of determining the presence or absence of a drug or its metabolites.

E. **Employee Assistance Program** is an established program for employee assessment, counseling and possible referral to an alcohol and/or drug rehabilitation program.

F. **Illicit Drugs** includes drugs that are listed on Schedules I through V of the Pennsylvania Crimes Code Title 35, Section 780-104, Schedules of controlled substances which are not legal, drugs which are legal but not legally obtained, or drugs used in a manner or for a purpose which is not legal or prescribed. The use of prescribed drugs or over the counter drugs that may adversely affect performance or behavior must be reported by the individual to his or her supervisor upon reporting for duty. Abuse of over the counter or prescribed drugs is prohibited. The supervisor will keep this information confidential, only advising the City on a strict need to know basis. Any violation of this confidentiality shall automatically void the value of any test then in process or completed.

G. **Medical Review Officer (MRO)** is a licensed physician responsible for receiving and reviewing laboratory drug test results. The MRO assesses and determines whether an alternate medical or other acceptable explanation can account for a confirmed positive test result.

H. **Prescription** means an order for a controlled substance, other drug or device for medication which is dispensed to or for an ultimate user and also includes an order for a controlled substance, other drug or device for medication which is

Exhibit A

dispensed for immediate administration to the ultimate user (e.g., an order to dispense a drug to a bed patient for immediate administration in a hospital is not a prescription order).

I. Verified Positive Test is certification by the MRO that the properly processed specimen tested positive for one or more of the targeted drugs, for which there was no presentation of legitimate medical explanation.

J. Split Sampling is the collection of a single specimen of urine than is then divided into a primary specimen and a split specimen. If an employee's test results are positive, the employee has an opportunity to have the second sample sent to a different (pre-determined) certified laboratory for the testing of the identified drug(s).

Guidelines:

1. All employees will be fully informed of the Employer's "for cause" drug testing policy before testing is administered. Employees will be provided with information concerning the impact of the use of drugs on job performance. Employees and supervisors will be trained to recognize the symptoms of drug abuse, impairment, and intoxication. In addition, all employees shall be provided with a copy of the Employer's Drug and Alcohol Abuse Policy. No employee shall be tested for cause until this information is provided to him/her.

2. The City reserves the right to conduct searches for drugs or alcohol on the City's property. Employees are expected to cooperate in the conducting of such searches. Searches will be conducted only when there is reasonable ground to believe that the employee is in violation of this policy. Items which may be searched will include City vehicles, desks, lockers, tool boxes or other City-owned objects that might conceal alcohol or drugs. A union representative must be present while a search is being conducted.

3. Employees will be tested for alcohol or drug metabolites when a reasonable suspicion exists that the employee is under the influence of drugs and/or alcohol. The term "reasonable suspicion" shall, for the purposes of this policy and section, be defined as follows:

A. Aberrant or unusual on-duty behavior of an individual employee which:

- Is observed on-duty by the employee's immediate supervisor or another employee, and confirmed by the observation of another managerial employee trained to recognize the symptoms of drug abuse, impairment or intoxication
- Is observed by other employees or persons but cannot be immediately confirmed by another managerial employee. In this case, the personnel director shall investigate

Exhibit A

the reports. The investigation will include an interview with the employee and witnesses and all observations will be documented in writing, by the observers

- Is the type of behavior that is a recognized and accepted symptom of intoxication of impairment caused by controlled substances or alcohol or addiction to or dependence upon said controlled substances, and
- Is not reasonably explained as resulting from causes other than the use of controlled substances (such as, but not by way of limitation, fatigue, lack of sleep, side effect of declared prescription drugs or over the counter medications, reaction to noxious fumes or smoke, etc.)

B. A drug and/or alcohol examination shall be administered:

- a. An on-duty industrial or traffic accident if there is reasonable evidence that employee negligence was the cause.
- b. As part of regular physical examinations

4. Random testing will be conducted once per month. Employees to be tested will be drawn by a third party on a monthly basis and tested. At least one of the employees will also be tested for alcohol. The time and date of the drug testing will be done at the discretion of the Human Resources Director during working hours manpower permitting and the testing notices will be held by the Human Resources Director until the testing date. The Human Resources Director will notify the Tax Collector on that date of the name of the employees to be tested.

5. Employees who are off work on long term sick or injured status shall temporarily be removed from the pool. Otherwise, an employee shall not be permitted to utilize any leave once advised that a random or scheduled drug test will be administered.

6. Positive BAT (Breath Alcohol Test) may be verified by a blood alcohol test at the request of the employee at the employee's expense. If the test is negative the employee will be reimbursed for his/her costs.

7. No for cause or reasonable suspicion drug testing may be conducted without written approval of the personnel manager or designee. The personnel manager must document in writing who is to be tested and why the test was ordered, i.e. random or reasonable suspicion, including the specific objective facts constituting reasonable suspicion leading to the test being ordered, and the names of any source(s) of all of this information. One copy of this document shall be given to the employee before he/she is required to be tested and one copy shall be provided to the union immediately. After being given a copy of the document, the affected employee shall be allowed enough time to be able to read and understand the entire document. Failure to follow any of these procedures shall result in the elimination of the test results as if no test had been administered; the test results shall be destroyed and no discipline shall be levied against the employee.

Exhibit A

8. Once "reasonable suspicion" has been established, and then by written order signed by the personnel manager, the employee may be ordered to submit to alcohol and drug testing in accordance with the procedure set forth below.

9. Refusal to submit to testing after being ordered to do so or failing to immediately and fully cooperate in the testing process shall be considered to be a positive drug or alcohol test result and shall result in the same disciplinary action as a positive test result.

Testing Procedures:

The following procedures shall apply to breath, blood, hair and urine tests administered to employees:

1. The City may request breath, urine, hair and blood samples. Breath, urine, hair and blood specimens shall be drawn or collected at a laboratory, hospital, doctor's office, or medical facility certified by the National Institute for Drug Abuse. The employee shall obtain their own means of transportation to the testing site. A union representative or the designee shall be permitted to accompany the specimen from the site where it is collected to the laboratory. An on duty union representative or their designee shall be permitted to accompany the employee, manpower permitting, to observe the collection, bottling, and sealing of the specimen. No employee of the City shall draw blood from an employee. The employee shall not be observed when the urine specimen is given; however, appropriate procedures shall be enforced to ensure the validity of the procedure. All specimen containers and vials shall be sealed with evidence tape and labeled in the presence of the employee and the union representative.

2. DRUG TESTING CUT-OFF LEVELS

A. These listings represent the screening and confirmatory test cut-off levels of the City.

B. The City may change the test cut-off levels, and add or delete drugs to be screened, as changes in technology or other considerations warrant identification of these, or other substances at other concentrations. The City will provide notification of any change in test cut-off levels.

Cut-off levels (urine)	Emit screen	GC/MS screen
THC/Marijuana Metabolites	20 NG/ML	15 NG/ML
Cocaine/Metabolites	150 NG/ML	100 NG/ML
Opiates/Metabolites	2000 NG/ML	2000 NG/ML
Phencyclidine	25 NG/ML	25 NG/ML
Amphetamine/Methamphetamine	500 NG/ML	250 NG/ML
Barbiturate	300 NG/ML	300 NG/ML
Benzodiazepine/Metabolites	300 NG/ML	300 NG/ML

Exhibit A

Methaqualone	300 NG/ML	300 NG/ML
Methadone	300 NG/ML	300 NG/ML
d-Propoxyphene	300 NG/ML	300 NG/ML
MDMA	500 NG.ML	250 NG/ML

Cut-off levels (hair)	Screening	GC/MS	Reconfirmation Test
Cocaine	5ng/10mg	5ng/10mg	Limit of Detection
Opiates	3ng/10mg	3ng/10mg	Limit of Detection
PCP	3ng/10mg	3ng/10mg	Limit of Detection
Amphetamine	5ng/10mg	5ng/10mg	Limit of Detection
Marijuana	0.01ng/10mg	0.003ng/10mg	Limit of Detection

All reconfirmation tests for hair and urine will be a limit of detection test. Limit of detection is defined as the lowest concentration at which the laboratory can identify a substance.

C. Since the controlled substances listed above were not meant to be all inclusive of the drugs subject to abuse, the City reserves the right (e.g., in reasonable suspicion/cause) to perform analysis for additional controlled substances (e.g., steroids). Appropriate forensic analytical techniques, (e.g., gas chromatography/mass spectrometry) will be used to detect, identify and measure (to the limit of quantization) such illicit agents or prescription-only medications.

D. Cut-off levels for drugs not listed above will be at the limit of quantization.

Levels which are below those above shall be determined as negative indications and shall be so reported.

3. Any sample which has been altered or is shown to be a substance other than urine shall be reported as such.

4. At the time the breath, urine, hair specimens or blood samples are collected, two samples shall be taken and a third if requested by the union or employee. Two samples will be sent to the laboratory to be tested at the employer's expense. In order to be considered positive, the sample must show positive results on the Gas Chromatography/Mass Spectrometry confirmatory test. The third sample or specimen shall be collected in a separate container and shall be sealed in the presence of a City and a union witness with evidence tape which shall be signed by both witnesses. This third sample can be tested at a NIDA certified laboratory selected by the union. The cost of testing the third sample shall be borne by the employee. The employee is not permitted to take physical possession of the third sample.

5. If the results of the tests administered by the employer on the sample shows that the employee while on-duty was under the influence of alcohol or smoked, ingested, inhaled or injected non-prescribed narcotics, marijuana, cocaine, PCP, or non-prescribed

Exhibit A

amphetamines or barbiturates, appropriate discipline may be imposed by the employer after the following procedure has been followed.

6. The employee and the union shall be presented with a copy of the laboratory report of the specimen before any discipline is imposed. The union and the employee shall then have seventy-two (72) hours to present to the City any different results from the test of the third sample conducted by a laboratory selected by the union; however, the failure of the union or employee to have the third test performed or to present the results to the City shall not be used against the employee as a basis for discipline or in any arbitration proceeding. If the union or employee chooses not to have the third samples tested, then they cannot challenge the accuracy of the results.

7. After considering the results of the third test performed for the union, if presented, the City may invoke disciplinary action. Any discipline imposed for the first offense and any grievance filed in response thereto shall be held in abeyance pending voluntary completion by the employee of a substance abuse treatment program mutually agreed upon between the employer and the employee, the base cost of which shall be covered by the employer's group health insurance, if applicable, as any other illness.

8. If the employee successfully completes such a program and is not again disciplined for alcohol abuse for twenty-four (24) months following the initial charge or for drug abuse for the balance of the employee's career, the discipline shall be revoked and shall not be used as the basis for any other disciplinary action in the future.

9. Rehabilitation itself is the sole responsibility of the employee. Any employee seeking medical attention for alcoholism or drug addiction will be entitled to benefits under the City's group medical insurance plan on the same basis and with the same restrictions and limits as for other illnesses. Employees who are privately seeking treatment for drugs or alcohol and who come up positive on a random drug test shall be treated the same as any other employee. Previous treatment shall not be held against them; it may in fact, be to their benefit if they voluntarily release that information. For employees enrolled in a formal treatment program, the City will grant rehabilitation leave on the following basis:

- a. utilization of all earned and accumulated sick leave
- b. leave without pay status during the period of rehabilitation and the period prior to recall.

The employee must provide the City with written authorization consenting to the release of information from the rehabilitation program indicating whether or not the employee has successfully completed the initial program and with bi-weekly certification that he/she is continuously enrolled in a treatment program and actively participating in the program.

Exhibit A

If an employee chooses not to enter a substance abuse treatment program or fails to complete the program, then the discipline is immediately imposed.

A second positive drug result in the employee's career or a second offense for alcohol abuse in a twenty-four (24) month period shall be considered cause for termination of the employee.

Confidentiality:

1. Employees who seek voluntary assistance for alcohol and substance abuse may not be disciplined for seeking such assistance. If an employee should admit to a substance abuse issue before being directed to submit to a testing procedure provided in this policy, the admission shall be entirely confidential and shall never be utilized in any fashion against the employee. If the employee should require time from employment to engage in inpatient rehabilitation or out patient counseling, the City shall make every reasonable effort to accommodate the employee with the use of accrued paid leave, if any, and then an unpaid leave of absence. Requests from employees for such assistance shall remain confidential and shall not be revealed to other employees without the employee's consent and to management personnel only on a "need to know" basis. Employees enrolled in substance abuse programs shall be subject to all employer rules, regulations and job performance standards with the understanding that an employee enrolled in such a program is receiving treatment for an illness.

2. Results of urine and blood tests performed hereunder will be considered medical records and held confidential to the extent permitted by law.

Federal Drug Free Workplace Act of 1988

In conformity with the Federal Drug Free Workplace Act of 1988, the following are additions to the City's Drug and Alcohol Program to affect any City employees receiving, distributing, monitoring or being paid or subsidized with federal funding.

A. As a condition of employment, an employee will notify the City in writing on his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction.

B. Notification of the Federal agency in writing within ten calendar days after receiving a notice of the above type from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working unless the Federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant.

21942



DEPARTMENT OF HUMAN RESOURCES

CITY HALL • 500 N. SECOND STREET • SCRANTON, PENNSYLVANIA 18502 • PHONE: 570.346-4243 • FAX: 570.346-4202

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5. APPENDIX A: The Drug and Alcohol Policy attached hereto as Exhibit A is adopted.
6. Article XXIII: Wages & Classifications: There will be no base wage increase for 2018. Annually, for the duration of this agreement, beginning on or before October 31, 2018 all parties to this agreement will re-open the discussion of wage increases.
7. Article XXII INSURANCE, Section 1.A: The present term life insurance policy provided for bargaining unit employees shall be \$50,000. Any employee who retires in accordance with the provisions of the City of Scranton Municipal Pension Fund during the term of this Agreement shall be covered by a \$10,000 life insurance policy.
8. A one-time \$750 bonus payable by the City of Scranton within 30 days of ratification to each bargaining unit member.

It is specifically understood that the signatures below indicate a tentative agreement to the provisions set forth in this document pending approval of the Scranton School Board and Scranton City Council.


 BUSINESS AGENT, IAMAW LOCAL 2462


 TAX COLLECTOR, SCRANTON SINGLE TAX OFFICE


 SOLICITOR, SCRANTON SCHOOL DISTRICT


 LABOR COUNSEL, CITY OF SCRANTON



DEPARTMENT OF LAW

PENNSYLVANIA CITY HALL • 340 NORTH WASHINGTON AVENUE • SCRANTON, PENNSYLVANIA 18503 • PHONE: 570-348-4105 • FAX: 570-348-4263

November 8, 2018

To the Honorable Council
Of the City of Scranton
Municipal Building
Scranton, PA 18503

RECEIVED


NOV 09 2018

OFFICE OF CITY
COUNCIL/CITY CLERK

Dear Honorable Council Members:

ATTACHED IS A RESOLUTION AUTHORIZING THE MAYOR AND OTHER APPROPRIATE CITY OFFICIALS TO EXECUTE AND ENTER INTO A MEMORANDUM OF UNDERSTANDING BETWEEN LOCAL LODGE 2462 AND THE CITY OF SCRANTON AND THE SCHOOL DISTRICT OF THE CITY OF SCRANTON REGARDING THE SINGLE TAX OFFICE COLLECTIVE BARGAINING AGREEMENT.

Respectfully,


Jessida L. Eskra, Esquire
City Solicitor

JLE/sl