

CRAFTS - MOU update 2018

IBEW, Bricklayers, Carpenters, Cement, Roofers, Painters, and Plumbers

The following language will be added to the current wage article from 2017 MOU's

WAGES

Effective July 1, 2018, the City of Memphis proposes current wage rates for employees covered by this Memorandum of Understanding to be increased by zero (0%) with a performance bonus program.

PERFORMANCE BONUS PROGRAM

The City of Memphis may establish a performance bonus program to reward excellent service based on performance goals set by management and subject to funding during the program year. The City of Memphis will consult with representatives of this bargaining unit prior to establishing performance goals for this program. The program year will be July 1 to June 30 during any year the program is operational. Any bonuses awarded under this program will be issued by the 15th of July after the conclusion of the program year. Performance bonuses awarded under this program shall not be subject to the grievance process. However, if an employee wishes to dispute management's assessment of the performance goals, then the employee may appeal within 5 days of notice the assessment to the Division Director or designee for a final decision.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties agree and affix their signatures below on this 21 day of December, 2018 to place into effect the provisions of this Agreement.

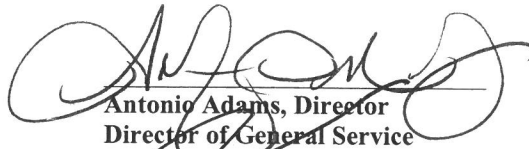
FOR THE:

FOR THE

CRAFTS ASSOCIATION

CITY OF MEMPHIS

Jay DeWitt
Assistant Business Manager


Antonio Adams, Director
Director of General Service

Paul J. Shaffer

Robert Knecht, Director
Director of Public Works

Lindsay Brown


Alex Smith, CHRO
Division of Human Resources

Brandon Hetzel


Gregory Bethel
Chief Negotiator