

**INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS  
OF AMERICA, AND ITS AMALGAMATED LOCAL 294**

**AND**

**THE GEORGE WASHINGTON UNIVERSITY**

**Collective Bargaining Negotiations  
January 4, 2024**

**GW Last, Best and Final Offer  
2:45 pm**

**\*\*The proposed changes to the current collective bargaining agreement (CBA) in the attached pages are bolded and underlined. The changes are presented as a single proposal requiring mutual agreement on all terms. All CBA terms not otherwise mentioned are proposed to remain the same. This proposal is subject to addition, subtraction, deletion, or modification by GW until both parties reach an agreement.\*\***

**Classifications**

Commented [CP1]: TA

**Section 1.1**

Change language to read as follows:

“The Employer recognizes the Union as the exclusive bargaining agent for: All regular full-time and regular part-time ~~Security Officers, Senior Security Officers, Special~~ Police Officers ~~I, II, and III, Master Police Officer~~, Dispatchers and Senior Dispatchers employed in the George Washington University Police Department (“Department”), as defined in Section 1.3(a) and Section 1.3(b) but excluding all other University Employees, confidential Employees, managers and supervisors as defined in the National Labor Relations Act.”

**Section 1.2**

Change language to read as follows:

“Specifically included by job classification are the following:

- ~~(a) Security Officers;~~
- ~~(b) Senior Security Officer;~~
- ~~(c) Special Police Officer I;~~
- (a) ~~Special~~-Police Officer II;
- (b) ~~Special~~-Police Officer III;
- (c) **Master Police Officer**;
- (d) Dispatcher; and
- (e) Senior Dispatcher”

**Section 13.11**

Change first sentence to read as follows:

“The Employer shall equip all Police Officers II, Police Officers III and Master Police Officers with body armor, which shall be selected by the Employer following consultation with the Union.”

**Section 13.12**

Change first sentence to read as follows:

“The Employer shall issue search gloves to all Police Officers II, Police Officers III and Master Police Officers upon each Employee’s written request.”

GW Last, Best and Final Offer

1/4/2024 2:45 pm

**Section 27.5**

Change language to read as follows:

“Within the first year of employment all ~~Special~~ Police Officers shall participate in formal department classroom training, composed of at least eighty-eight (88) hours of instruction. All-new Security Officers shall participate in a training program developed by the Employer.”

**Section 27.6**

Change first sentence to read as follows:

“The Employer shall send a minimum of three (3) ~~Special~~ Police Officers I to each session of the Consortium of Universities Public Safety Institute (the “Institute”) until all officers have completed the Institute training.”

**Section 28.10**

Change language to read as follows:

“All ~~Special~~ Police Officers shall be required to maintain a valid driver’s license issued by the jurisdiction in which they reside.”

**Section 28.12**

Change language to read as follows:

“Employees assigned for duty as ~~Security Officers, Senior Security Officers, Special~~ Police Officers I, II, III and IV, Dispatchers and Senior Dispatchers shall read and initial a sheet indicating that they have read and understand the contents of the Standard Operating Procedure Manual during the first four (4) weeks of employment.”

**Probationary Employees**

Commented [CP2]: TA

**Section 2.1**

Change first sentence to read as follows:

“All Employees hired after the effective date of this Agreement shall be considered as being on an initial employment probation period during the first three hundred sixty-five (365) days of their employment; ~~except that the initial employment probation period for Security Officers and Senior Security Officers shall be two hundred forty (240) days and the initial employment probation period for Dispatchers and Senior Dispatchers shall be two hundred ten (210) days.~~”

GW Last, Best and Final Offer

1/4/2024 2:45 pm

Check-Off

Commented [CP3]: TA

Section 3.5(a)(i)

Eliminate second sentence as follows:

~~"The period of delinquency shall not include any period prior to June 14, 2005."~~

**Hours for Employees**

Commented [CP4]: TA

**Section 4.1**

Change language to read as follows:

**“The normal work week will be forty (40) hours of work. The normal work day will be ten (10) hours of work for Police Officers and eight (8) hours of work for Dispatchers. This provision does not limit the Employer’s exclusive management right to assign working hours or require overtime work.”**

**Section 4.5**

Change language to read as follows:

**“The Employer may dock an Employee’s pay for any time missed due to lateness **consistent with Employer’s electronic time recording system, and in compliance with applicable law, as follows:****

<u>Minutes Late</u>	<u>Pay Docked</u>
<u>1-7 Minutes</u>	<u>No pay docked</u>
<u>8-22 Minutes</u>	<u>1/4 hours pay</u>
<u>23-37 Minutes</u>	<u>1/2 hours pay</u>
<u>38-52 Minutes</u>	<u>3/4 hours pay</u>
<u>53-60 Minutes</u>	<u>1 hours pay”</u>

**Section 4.6**

Change language to read as follows:

**“(a)All Police Officers covered by this Agreement shall be granted: (i) three (3) rest periods not in excess of fifteen (15) minutes each during each day of eight (8) hours of work or more; (ii) two (2) rest periods not in excess of fifteen (15) minutes each during each day of between six (6) hours and eight (8) hours of work, and (iii) one (1) rest period not in excess of fifteen (15) minutes during each day of between three (3) hours and six (6) hours of work. Police Officers shall also receive a paid meal period of at least thirty (30) minutes each day if they perform over eight (8) hours of work or a non-paid period of at least thirty (30) minutes if they perform eight (8) hours of work or less.**

**(b) All Dispatchers covered by this Agreement shall be granted: (i) two (2) rest periods not in excess of fifteen (15) minutes each during each day of six (6) hours of work or more; and (ii) one (1) rest period not in excess of fifteen (15) minutes during each day of between three (3) hours and six (6) hours of work. Dispatchers shall also receive a non-paid meal period of at least thirty (30) minutes.**

**(c) Rest periods may not be accumulated for any Employee. Employees are expected to complete their rest periods and meal periods within the allowed time periods and Employees who fail to do so will be subject to disciplinary action. Provided, however, that Employees may be required to work**

during such meal periods on an emergency basis, as determined by the Employer, in which case the Employees will be paid for the time worked.”

Section 4.7

Remove language as follows:

~~“Annual renewal drug screens will be scheduled prior to or after an Employee’s regularly scheduled shift and each Employee will be paid a total of one (1) additional hour of pay for completion of the drug screen. In order to receive such pay, Employees must sign and return a form provided by the Employer confirming completion of the drug screen and/or physical; such form must be submitted before the end of the next shift worked.”~~

Section 4.9

Change the language to read as follows:

“Employer will provide a total of four (4) hours of pay for Employees’ license renewal. The four (4) hours will include drug screening, fingerprinting, and a health screening. This benefit will terminate after the expiration of the current term of this Agreement.”

*New Section 4.16*

*Add language to read as follows:*

*“Employees who work a special event assignment shall be paid a minimum of four (4) hours for such assignment at their regular wage rate. Employees who work a special event assignment and otherwise work more than forty (40) hours in the same workweek shall be compensated in accordance with Section 4.2. Any Employee who volunteers for and is placed onto the schedule for a special event assignment shall have up seventy-two (72) hours before the special event assignment begins to decline the assignment if (i) a replacement Police Officer is also identified by the Employee and (ii) both the Employee and replacement Police Officer notify their supervisor in writing.”*

**New Section 4.17**

Add language to read as follows:

**“Employees may trade shifts, on a shift-for-shift basis, with at least one (1) week notice to Employer through PowerTime. Both Employees involved in a trade must make separate requests through PowerTime to initiate the Employer’s trade review. Employees requesting a trade shall receive approval or denial from Employer at least seventy-two (72) hours before a requested trade shift begins; any request that the Employer does not approve within seventy-two (72) hours shall be considered denied.”**

**New Section 4.18**

Add language to read as follows:

**“If an Employee is required to attend a court proceeding on Employer’s behalf, then the Employee will be paid eight (8) hours at their regular pay rate for their time at the court proceeding. Employees required to attend a court proceeding shall also be subject to overtime pay consistent with Section 4.2.”**

**New Section 4.19**

Add language to read as follows:

**“Consistent with Section 29.1, Employer maintains the exclusive right to contract out work to subcontractors. Employer may not, however, contract out work normally performed by Employees to subcontractors for more than one (1) year, Employer must either notify Union about its intent to permanently contract out work to subcontractors within six (6) months or cease utilizing the subcontractor for the contract out work after one (1) year.”**

**Section 28.24**

Change language to read as follows:

**“If a Police Officer is required to work at least two (2) hours more than a normal daily schedule or if a Dispatcher is required to work more than a normal daily schedule (“Extra Hours”), the Employee may, at their discretion, make a compensatory schedule adjustment to their next scheduled shift within the same work week. If such a request is made, the Employee’s work schedule for their next scheduled**

shift will be reduced, at their discretion, by an amount equal to some or all of the Extra Hours on a one-for-one basis. If the Employee does not request a compensatory schedule adjustment, then the Employee will be paid in the ordinary course for any Extra Hours for which the Employee did not receive a compensatory schedule adjustment. Employees who work Extra Hours shall not be scheduled to work another shift for at least eight (8) hours after the previous shift, unless the Employee is required to appear in a court proceeding as mandated by the District of Columbia Government or other official government entity. The terms in this section remain subject to Employer's rights under Section 4.3.

*The language in this Section shall remain in effect for the first six (6) months of the Agreement Term. By [DATE], Employer shall have sole discretion to determine whether Employees maintain discretion to pick when within their next scheduled shift compensatory time may be utilized. Employer's decision shall be made after it has an opportunity to review the operational impact of Employees discretionary choices. If Employer determines that Employee discretion shall be discontinued then the language from Section 28.24 of the August 15, 2021 Addendum to the Collective Bargaining Agreement shall apply for the duration of the Agreement. Employer shall notify Union of its intent to terminate Employee discretion in writing; failure to notify the Union in writing shall constitute Employer's agreement that Employee discretion shall continue for the duration of the Agreement."*

**Wages/Reopeners**

**Section 5.1**

Change language to read as follows:

“(a) Subject to timely ratification and signature of this Agreement, Employees on the payroll as of July 1, 2023 shall receive a three percent (3%) increase to their pay rates as indicated in Exhibit 2. All Employees shall receive the three percent (3%) increase to their pay rate retroactive to July 1, 2023 for any regular or overtime hours worked between July 1, 2023 and the ratification of this Agreement.

“(b) All Employees shall receive an additional one-time retention bonus equal to one percent (1%) of the annualized value of their pay rate indicated in Exhibit 2. The retention bonus shall be paid in two (2) half-percent installments for all Employees on the payroll as of March 1, 2024 and May 1, 2024.

“(c) Effective July 1, 2024 and for each subsequent year during the Agreement, Employees on the payroll as of that date shall receive a pay increase to their present straight-time hourly rate that is equal to the Employer’s budgeted fiscal year merit pool for all of the Employer’s employees. The Union shall be notified by June 1 for each subsequent year during the Agreement on what the Employer’s budgeted fiscal year merit pool shall be for all Employer’s employees and the new minimum pay rates for each job classification.”

**Section 5.2**

Eliminate the provision as follows:

~~“(a) — First Reopener for Negotiations of Wages: It is agreed that upon written notice of at least thirty (30) days and not more than sixty (60) days prior to June 30, 2021, either party may choose to reopen this Agreement, but solely for the purpose of negotiating base wage rates and shift differentials for the period July 1, 2021 through June 30, 2022. Except as provided below, during such period of reopener negotiations all of the terms and conditions of this Agreement shall remain closed and in full force and effect, except provisions in Article XXVIII may be reorganized as recommended by the Union Management Conference. Provided, however, that if no agreement is reached during such negotiations by June 30, 2021, then, until such a reopener agreement is reached, the union shall not be prohibited by Article XVIII from engaging in a strike, informational picketing, boycott, publicity, or public relations campaign, so long as such activity is conducted in a lawful manner. Nothing in this Agreement shall be deemed to prevent the Employer from replacing, in accordance with applicable law, any Employee who engages in a strike.~~

~~“(b) — Second Reopener for Negotiations of Wages: It is agreed that upon written notice of at least ninety (90) days and not more than one hundred twenty (120) days prior to June 30, 2022, either party may choose to reopen this Agreement, but solely for the purpose of negotiating base wage rates and shift differentials for the period July 1, 2022 through June 30, 2023. Except as provided below, during such period of reopener negotiations all of the terms and conditions of this Agreement shall remain closed and in full force and effect, except the Employer and Union may negotiate terms to incorporate 10-hour shifts for Employees. Provided, however, that if no agreement is reached during such negotiations by June 30, 2022, then, until such a reopener agreement is reached, the union shall~~

GW Last, Best and Final Offer

1/4/2024 2:45 pm

~~not be prohibited by Article XVIII from engaging in a strike, informational picketing, boycott, publicity, or public relations campaign, so long as such activity is conducted in a lawful manner. Nothing in this Agreement shall be deemed to prevent the Employer from replacing, in accordance with applicable law, any Employee who engages in a strike."~~

#### Section 5.4

Change the first sentence as follows:

"An Employee shall receive a shift differential of **one dollar (\$1)** per hour over his/her straight-time hourly rate for hours worked between 7:00P.M. and 7:00A.M. the following morning.

**Holidays/Bereavement Leave/Jury Duty**

Commented [CP5]: TA

**Section 6.2**

Change language to read as follows:

"If a regular full-time Employee is entitled to holiday pay under this Article, holiday pay shall equal the Employee's straight-time pay for a regular ten (10) hour day for Police Officers and eight (8) hour day for Dispatchers."

**Section 6.4(a)**

Change language to read as follows:

"(a) Employees who work on a holiday shall receive pay consistent with Section 6.2."

**New Section 6.5**

Add language as follows:

"In instances where a polling location is not open at least two to three (2-3) hours before or after an Employee's scheduled shift, Employees may take up to two (2) hours of paid time-off in order to vote in a federal, state, or local election. The voting time is considered paid time off, but it will not be deducted from the Employee's annual time balance and will not be used to calculate overtime and other premium pay."

**Section 9.3**

Change language to read as follows:

"For regular full-time Employees, pay for a day of bereavement leave shall be equal to the Employee's straight-time pay for a regular ten (10) hour day for Police Officers and eight (8) hour day for Dispatchers."

GW Last, Best and Final Offer

1/4/2024 2:45 pm

**Section 10.1**

Change language in the fourth sentence to read as follows:

“For each day of absence due to jury duty, a regular full-time Employee will be paid an amount equal to the Employee’s straight-time pay for a regular **ten (10) hour day for Police Officers and eight (8) hour day for Dispatchers.**”

**Annual Leave**

**Section 7.1**

Change charts to read as follows:

“ **Monthly Annual Leave Accrual**

<u>Months of Full-Time Service</u>	<u>Hours</u>
<u>0-24</u>	<u>120</u>
<u>25-48</u>	<u>144</u>
<u>49-180</u>	<u>168</u>
<u>181+</u>	<u>192</u>

**Annual Leave Accrual for Unworked Days During Month**

<u>Unpaid Workdays During Month</u>	<u>Hours</u>
<u>0-5</u>	<u>Regular Accrual</u>
<u>6-11</u>	<u>8</u>
<u>12-16</u>	<u>4</u>
<u>17+</u>	<u>0</u>

“

**Section 7.2**

Remove language as follows:

“A new Employee may not use annual leave until after completion of the first one hundred eighty (180) days of his/her initial employment probation. On the 181<sup>st</sup> day of employment, an Employee is credited with all annual leave accrued since beginning employment. ~~**If an Employee is moved to another position within the bargaining unit, the Employee may not use annual leave until after completion of the first ninety (90) days of the probation period.**~~”

**Sick Leave**

Commented [CP6]: TA

**Section 8.1**

Change language to read as follows:

**“(a) Beginning with the first full calendar month of employment, regular full-time employees will accrue one day (eight (8) hours) of sick leave for each full calendar month worked (i.e., the first through the end of the month). This leave shall accrue consistent with Employer’s published accrual rates for full-time, benefits-eligible staff, according to the terms and conditions thereof, as in effect from time to time. For the Term of this Agreement, sick leave shall accrue as eight (8) hours per month.**

**“(b) To earn sick leave, a regular full-time employee must be at work or on approved leave with pay, or a combination thereof, for the full calendar month. An Employee who is absent from work in an unpaid status during a calendar month will accrue sick leave for that month consistent the Employer’s published prorated accrual rates for full-time employees. For the Term of this Agreement, sick leave shall accrue as follows:**

<b><u>Unpaid Workdays During Month</u></b>	<b><u>Hours</u></b>
<b><u>0-5</u></b>	<b><u>8</u></b>
<b><u>6-11</u></b>	<b><u>4</u></b>
<b><u>12-16</u></b>	<b><u>2</u></b>
<b><u>17+</u></b>	<b><u>0</u></b>

”

**Section 8.2**

Add new last sentence as follows:

**“Employees are permitted to use annual leave in lieu of sick leave when the Employee’s sick leave is otherwise exhausted.”**

**Section 8.4**

Change language in second sentence and third, fourth, and fifth sentences to read as follow:

**“For purposes of counting the number of separate requests under Section 8.4, partial day absences will be counted on a pro-rata basis and instances where an Employee submits a licensed medical professional’s certificate for the Employee’s sickness or a dependent’s sickness will not be counted. Such medical evidence must specifically state or otherwise clearly establish that the Employee was unable to work during the period in question. No such evidence shall be sufficient unless it is based upon a timely in-person examination by an appropriate licensed medical professional, unless an in-person examination is prohibited by the licensed medical professional’s facility that the Employee would otherwise need to attend.”**

### Layoff and Recall

#### Section 12.3

Commented [CP7]: TA

Change language to read as follows:

*“Except in case of emergency, the Employer shall provide the Union and the affected Employee not less than **four (4) weeks’ notice of any layoff caused by a reduction in force. Employees on notice about a pending layoff shall remain subject to Employer discipline consistent with this Agreement.**”*

#### Section 12.4

Change language to read as follows:

*“An Employee whose employment is terminated due to a layoff under this Article and who has at least six (6) months service shall receive **one (1) week of pay for each year of service, based upon the Employees’ rate of pay at the time the layoff occurs, up to a maximum of twenty (20) weeks’ pay. At the Employer’s sole discretion, the Employer and Union may negotiate in good faith on alternative layoff payments; if the Employer and Union are unable to agree upon alternative layoff payments then such disagreement shall immediately be subject to arbitration consistent with Section 15.5. Any Employees with more than twenty (20) service years shall be subject to good faith negotiations on their layoff payments; if the Employer and Union are unable to agree upon alternative layoff payments then such disagreement shall immediately be subject to arbitration consistent with Section 15.5**”*

### Uniforms

#### Section 13.3

Revise provision as follows:

“When safety shoes are required, the Employer will provide each Employee required to wear them **with an** initial pair **~~and not more than two (2) pairs per year.~~**”

#### Section 13.4

Eliminate third and fourth sentences as follows:

~~“Employees who were on the payroll as of the signing of this Agreement and who return their uniforms and equipment upon termination of employment shall be entitled to receive a payment of \$300.00, less any deductions for tax withholdings, loss, and excess wear and tear, as determined by the Employer. Employees who are hired after the signing of this Agreement shall be required to provide a uniform and equipment deposit of \$300.00 to the Employer, payable in no more than fifteen (15) equal installments over a thirty-week period, which shall be refunded to the Employees if they return their uniforms and equipment upon termination of employment, less any deductions for loss and excess wear and tear, as determined by the Employer.”~~

Commented [CP8]: TA

**Grievances and Arbitration**

Commented [CP9]: TA

**Section 15.2**

Change last sentence as follows:

*"Filing of a grievance or demand for arbitration shall be accomplished by delivery in writing by **person, mail, or email**. If filing is by mail, the date of the official U.S. Postal Service postmark shall be the date of filing."*

**Section 15.3**

Add second sentence as follows:

***"The Union representative and/or aggrieved Employee may attend a scheduled grievance meeting either in-person or remotely."***

**Section 15.4(a)**

Change third sentence to read as follows:

*"If the grievance is not settled or denied by the supervisor or his/her designee within **ten (10)** working days after it is filed at Step 1, the grievance shall be deemed denied at the expiration of such **ten (10)** working days and the Union may proceed to file the grievance at Step 2 as provided below."*

**Section 15.4(b)**

Change first sentence to read as follows:

*"A grievance shall be filed at Step 2 with the **Chief of Police** within five (5) working days after the grievance is denied at Step 1."*

**Section 15.4(c)**

Change second and third sentences to read as follows:

*"A meeting for the purpose of attempting to resolve the grievance **may** be held at this Step. If the grievance is not settled or denied by Human Resources within **five (5)** working days after it is filed at Step 3, however, the grievance shall be deemed denied at the expiration of such **five (5)** working days and the Union may proceed to **file the grievance at Step 4 as provided below**."*

GW Last, Best and Final Offer

1/4/2024 2:45 pm

***New Section 15.4(d)***

*Add new language as follows:*

***“Step 4. Within five (5) working days after the grievance is denied at Step 3, a representative from the Union’s national office may notify Employer’s chief bargaining representative and request a meeting. The meeting between the two representatives shall be for the purpose of attempting to resolve the grievance, including a determination on whether mediation is appropriate. If the grievance is not resolved within ten (10) working days after the Step 4 meeting, however, the Union may proceed to invoke the arbitration procedure as provided in Section 15.5.”***

Stewards

Commented [CP10]: TA

**Section 16.2**

*Change language to read as follows:*

“A duly appointed Steward or Chief Steward who has been identified to the Employer in accordance with Section 16.1 of this Agreement may, upon application to and permission from his/her supervisor, be granted unpaid leave during working hours to process grievances and matters of concern to Employees covered by this Agreement. **Any unpaid leave permitted by a supervisor shall not exceed three (3) hours per pay period, excluding any time related to a Steward or Chief Steward participating in a disciplinary meeting on another Employee's behalf.** The Employer and the Union will make reasonable efforts to schedule meetings at mutually convenient times.”

**Suspension and Discharge**

Commented [CP11]: TA

**Section 19.2**

Change language to read as follows:

“(14) Failing to wear assigned body armor while on duty.

**(15) Failing to wear an assigned body camera while on duty.**

**(16) Use of Force policy violations.**

Any discipline imposed by the Employer for behavior listed in Section 19.2 shall be presumed appropriate unless the Union can establish the contrary by clear and convincing evidence.”

**Section 19.5**

Change the fourth sentence to read as follows:

“Such notice shall sent to the current President of the Local Union’s work email address **or designate Steward’s email address if the President is on leave.**”

**Section 19.8**

Change language to read as follows:

*“Except in extreme circumstances, the Employer will notify the Employee of the outcome of its **departmental** investigation of an outside complaint of officer misconduct within fifteen (15) days of the Employer’s completion of its investigation and decision concerning the complaint. **For the avoidance of doubt, Employer investigations conducted outside the department are not subject to the timing requirements in this Section.**”*

**New Section 19.12**

Add the following provision as follows:

**“All Employees are expected to meet the minimum requirements noted in the current descriptions for those classifications covered by this Agreement. Any Employee that fails to meet their minimum classification requirements, without reasonable accommodation, is subject to discharge in Employer’s sole discretion. Any Employee discharged through this Section 19.12 shall be consistent with applicable law and any Employee discharged shall be provided with their applicable rights in a written discharge letter.”**

GW Last, Best and Final Offer

1/4/2024 2:45 pm

**New Section 19.13**

Add the following provision as follows:

**"Beginning July 1, 2024, Union may request a meeting with Employer to discuss current data on Employees who report to their shifts by the scheduled start time. Union and Employer shall thereafter consider, in good faith, the updated data and whether they mutually agree to amend either Section 19.10 or Section 19.11 based upon the data. If Union and Employer cannot reach a mutual agreement on whether to amend Section 19.10 or Section 19.11, then the current language for those Sections shall remain in effect."**

Training

Commented [CP12]: TA

Section 27.8

Change first two sentences to read as follows:

“New Police Officers will commence **up to nine (9)** weeks of field training (excluding classroom training) after being hired **and** during the three hundred sixty-five (365) day initial employment probation period. **If a Police Officer is unable to successfully complete field training within nine (9) weeks, they may receive up to an additional three (3) weeks of remedial field training at the Employer’s sole discretion. Any Police Officer who fails to successfully complete field training, remedial field training, or** obtain a guard’s license within two (2) weeks after completing the initial physical examination and receiving the initial drug screening results may be terminated in the Employer’s sole discretion.”

**Job Responsibilities**

Commented [CP13]: TA

**New Section 29.2**

Add new third sentence to read as follows:

*“Employees will not be required to admit students who have been locked out of their residence hall rooms on a routine basis while the Key Depot is open. They will perform this function as needed when the Key Depot is closed and on an emergency basis as determined by the Employer. **At no times shall Employees be expected to cut locks without express direction from an on-duty supervisor.**”*

**Section 28.9**

Eliminate provision as follows:

~~*“Employees shall conduct sick transports as necessary. Two (2) Employees will conduct the transport, one to drive and the other to be available to the sick/injured party. If an Employee believes that the illness/injury requires the party to be transported by an ambulance, the Employee shall notify his or her supervisor immediately and request instructions on how to proceed. The Employer shall make the final decision regarding mode of transportation.”*~~

GW Last, Best and Final Offer

1/4/2024 2:45 pm

Miscellaneous

Commented [CP14]: TA

**Eliminate Current Article XXVII**

Except as noted in Employer's Proposals, retain current language in current Article XXVII provisions but redistribute provisions as follows:

**New Article XXVIII (Fitness for Duty)**

**Add Current 28.16, 28.19**

**New Article XXIX (Job Responsibilities)**

**Add Current 28.1, 28.2, 28.9, 28.11, 28.12, 28.17, 28.18**

**New Article XXX (Facilities)**

**Add Current 28.3, 28.4, 28.5, 28.6, 28.21**

**New Article XXXI (Equipment)**

**Add Current 28.7, 28.8, 28.10**

**New Article XXXII (Performance Reviews)**

**Add Current 28.13, 28.14, 28.15**

**Revised Article IV (Hours for Employees)**

**Add Current 28.24, 28.27, 28.28**

**Revise Article VI (Holidays)**

**Add Current 28.25**

**Revise Article VII (Annual Leave)**

**Add Current 28.23, 28.26**

**Revise Article VIII (Sick Leave)**

**Add Current 28.22**

**Revise Article XXIII (Union Announcements and Conferences)**

**Add Current 28.20**

**Change Current Article XXIX (Management Rights) and Article XXX (Effective Date and Duration) respectively to Articles XXXIII and XXXIV**

**Effective Date and Duration**

Commented [CP15]: TA

**Section 30.1**

(a) Change language to read as follows:

“Term of Agreement. This Agreement shall become effective as of **[DATE]** and shall continue in full force and effect through and including **June 30, 2026**, and shall continue in full force and effect for subsequent one (1) year periods thereafter unless written notice of desire to terminate or modify this Agreement is given by either party and actually received by the other party not less than ninety (90) days prior to **June 30, 2026** or any subsequent anniversary date if this Agreement has been automatically renewed in accordance with Section 30.1.”

and

**Preamble**

Change language in first paragraph to read as follows:

“THIS AGREEMENT, effective as of **[DATE]**, by and between the International Union, Security, Police and Fire Professionals of America (SPFPA), And Its Amalgamated Local 294 (hereinafter referred to as the “Union”) and The George Washington University (hereinafter referred to as the “Employer”).

GW Last, Best and Final Offer

1/4/2024 2:45 pm

**Titles/Terms**

**Commented [CP16]:** TA

Change all CBA references as follows:

- Employer's "Manager, Payroll Services" becomes "**Payroll Services Department.**"
- Employer's leave tracking system "Planit Police" becomes "**PowerTime.**"