

TOWN OF GREENWICH, CT – Representative Town Meeting

ITEM NO: 1
DEPARTMENT: Board of Education
CONTACT: Robert A. Stacy, Director of Human Resources 203-625-7461
Robert_Stacy@greenwich.k12.ct.us
REFERRED TO: **Budget Overview, Education, Finance, Labor Contracts Committees**
VOTES: Board or Commission Name vote (y/n/a)

RESOLVED, that the Representative Town Meeting of the Town of Greenwich hereby rejects the Arbitration Award dated June 25, 2018 between the Town of Greenwich Board of Education and the Connecticut Laborers' District Council on behalf of Public Services Employees Local 136 of Laborers International Union of North America, AFL-CIO(Board LIUNA) covering the period July 1, 2016 thru June 30, 2019.

EXPLANATORY COMMENTS

Board LIUNA represents 181.4 Professional Assistants and 10 Security Personnel. The collective bargaining agreement is a three year agreement retroactive to July 1, 2016 and expiring on June 30, 2019. The parties began negotiations for a successor agreement on September 15, 2016. There were six (6) negotiations sessions. The Board and LIUNA agreed on all issues except wage increases for 2016-17, 2017-18 and 2018-19 contract years. The parties also had one mediation session. The issues of wage increases remained unresolved and were the subject of arbitration.

During negotiations, Board LIUNA agreed to an interim agreement to migrate from the Town's medical insurance program to the State Partnership Plan effective July 1, 2017.

The arbitration hearing was held on December 18, 2017. The parties exchanged and submitted Last Best Offers on February 1, 2018. The parties filed Post Hearing Briefs on March 28, 2018 and Reply Briefs on April 6, 2018. The Arbitration Panel held an Executive Session on May 7, 2018. The Arbitration Award dated June 21, 2018 was received June 27, 2018. The Panel award on each issue was:

Issue One: The Panel awarded LIUNA's last best offer of a 2.25% wage increase effective and retroactive to July 1, 2016.

Issue Two: The Panel awarded the Board's last best offer of a 1.50% wage increase effective and retroactive to July 1, 2017.

Issue Three: The Panel awarded the Board's last best offer of a 1.50% wage increase effective July 1, 2018.

ATTACHMENTS

Cost of Contract

Summary of Negotiated Changes

Comptroller's Letter Certifying Cost

Documents listed below, available in Town Clerk's office

- History of Negotiations
- Interest Arbitration Award
- Memorandum of Agreement – State Partnership Plan 2.0
- 2016-19 Agreed Language Document
- Fairfield County Comparison Data
- Board of Education Settlements under MERA
- Town of Greenwich Wage Increases & Increments