

RTM

DECEMBER 2016

Item No. 8 – Teamsters Contract



# TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

TO: David Detjen, Chairman  
Labor Contracts Committee

FROM: Peter Mynarski, Comptroller

DATE: November 18, 2016

SUBJECT: REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR  
THE 2016-2019 LABOR SETTLEMENT BETWEEN THE TOWN OF  
GREENWICH AND TEAMSTERS LOCAL 456

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As required by the Representative Town Meeting approved Sense of the Meeting Resolution, Item 22, Paragraph 3, dated June 9, 1980, I am certifying the attached estimate of annual costs to the Labor Contracts Committee and the Representative Town Meeting for December 12, 2016 are correct and I am in agreement.

11-16-2016  
Date

  
Comptroller

cc: Alfred C. Cava, Director of Labor Relations

**TEAMSTERS LOCAL 456 Labor Settlement 2016 - 2019**  
**Summary of Cost of Contract**

|                             | FY15/16<br>Current  | FY 16/17<br>Year 1  | FY 17/18<br>Year 2  | FY 18/19<br>Year 3  |                        |                         |
|-----------------------------|---------------------|---------------------|---------------------|---------------------|------------------------|-------------------------|
| <b><i>Wages a</i></b>       |                     |                     |                     |                     |                        |                         |
| Full-Time Base Pay          | \$21,381,278        | \$21,862,357        | \$22,354,260        | \$22,857,230        |                        |                         |
| Part-Time Pay               | \$1,997,477         | \$2,042,420         | \$2,088,375         | \$2,135,363         |                        |                         |
| Stipends                    | \$19,150            | \$19,150            | \$19,150            | \$19,150            |                        |                         |
| Overtime                    | \$1,666,145         | \$1,703,633         | \$1,741,964         | \$1,781,159         |                        |                         |
| Shift Differential/Stand-by | \$237,901           | \$237,901           | \$237,901           | \$237,901           |                        |                         |
| Out of Class                | \$451,884           | \$462,051           | \$472,447           | \$483,077           |                        |                         |
| Longevity                   | \$216,500           | \$216,500           | \$216,500           | \$216,500           |                        |                         |
| Holiday Pay                 | \$776,103           | \$793,565           | \$811,421           | \$829,677           |                        |                         |
| <b>Total Wages</b>          | <b>\$26,746,437</b> | <b>\$27,337,577</b> | <b>\$27,942,017</b> | <b>\$28,560,058</b> |                        |                         |
|                             |                     | 2.21%               | 2.21%               | 2.21%               |                        |                         |
| <b><i>Benefits</i></b>      |                     |                     |                     |                     |                        |                         |
| Uniform/Shoe Allowance      | \$79,100            | \$79,100            | \$79,100            | \$82,250            |                        |                         |
| Medical b                   | \$7,787,205         | \$8,744,394         | \$6,936,169         | \$7,278,274         |                        |                         |
| Basic Term Life/LTD         | \$46,493            | \$46,493            | \$46,493            | \$46,493            |                        |                         |
| Welfare Fund                | \$48,625            | \$48,625            | \$48,625            | \$48,625            |                        |                         |
| <b>Total Benefits</b>       | <b>\$7,912,798</b>  | <b>\$8,869,987</b>  | <b>\$7,061,762</b>  | <b>\$7,407,017</b>  |                        |                         |
|                             |                     | 12.10%              | -20.39%             | 4.89%               |                        |                         |
| <b><i>Retirement</i></b>    |                     |                     |                     |                     |                        |                         |
| Defined Benefit c           | \$1,173,430         | \$1,080,862         | \$983,540           | \$881,297           |                        |                         |
| Defined Contribution d      | \$444,312           | \$520,016           | \$598,900           | \$681,069           |                        |                         |
| Social Security/Medicare    | \$2,046,102         | \$2,091,325         | \$2,137,564         | \$2,184,844         |                        |                         |
| 401-k Town Match            | \$498,090           | \$494,274           | \$515,124           | \$532,499           |                        |                         |
| RHSA (0.5%)                 | \$106,906           | \$109,312           | \$111,771           | \$114,286           |                        |                         |
| OPEB e                      | \$28,599            | \$28,599            | \$28,599            | \$28,599            |                        |                         |
| <b>Total Retirement</b>     | <b>\$4,297,440</b>  | <b>\$4,324,388</b>  | <b>\$4,375,499</b>  | <b>\$4,422,594</b>  |                        |                         |
|                             |                     | 0.63%               | 1.18%               | 1.08%               |                        |                         |
|                             |                     |                     |                     |                     |                        |                         |
| <b>Grand Totals</b>         | <b>\$38,956,675</b> | <b>\$40,531,952</b> | <b>\$39,379,279</b> | <b>\$40,389,669</b> | <b>3 year increase</b> | <b>Per Year Average</b> |
|                             |                     | <b>4.04%</b>        | <b>-2.84%</b>       | <b>2.57%</b>        | <b>3.68%</b>           | <b>1.23%</b>            |

a Wages = GWI 2.25% each year

b Jan 2017 13% premium increase included; trend of 5% for SPP for July 1, 2017 and July 1, 2018 and Trend 4% for dental for January 1, 2018

c Normal Costs = 9.05% - enrollment based on an annual turnover rate of 23

d Town contribution = 5% - enrollment based on an annual turnover rate of 23

e From OPEB 2015 Valuation

**Teamster Negotiations  
Contract Ending 6/30/16**

| <b>Article</b>          |            | <b>Section</b> | <b>Summary of Negotiated Change</b>                                                                                                                                                                                 |
|-------------------------|------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Article II - Work Week  | 3          |                | Minor language changes (non-substantive).                                                                                                                                                                           |
| Article II - Work Week  | 9          |                | Right to reassign BOE custodians during summer shutdown; notify by end of school year with two weeks' notice; least senior employee to be reassigned; limit one per building; 7am-5:30pm; not intended to avoid OT. |
| Article III - Wages     | 1c(i)      |                | If an employee is incorrectly underpaid, the Town will issue a supplemental paycheck for discrepancies exceeding \$100 within two business days; discrepancies under \$100 will be paid in the following payroll.   |
| Article III - Wages     | 1c(ii)     |                | If incorrectly overpaid, employee may choose to reimburse Town or have overpayment withheld from future paychecks.                                                                                                  |
| Article III - Wages     | 7A         |                | Minor language changes (non-substantive).                                                                                                                                                                           |
| Article III - Wages     | 7C         |                | Add language to clarify that employees may not be disciplined for refusal/unavailability to work overtime due to personal emergency, reasonable cause, or if assignment is offered without 48-hour advance notice.  |
| Article III - Wages     | 10         |                | Minor language changes (non-substantive).                                                                                                                                                                           |
| Article IV - Holidays   | 1          |                | Minor language changes to footnote 'b' to clarify that floating holidays only granted if holiday is a school day; amend footnote 'b' such that floating holidays are credited to employees on July 1.               |
| Article V - Vacations   | 3          |                | Add language to clarify that vacation leave in one-hour increments may be used other than the start or end of the workday if department operational requirements permit.                                            |
| Article V - Vacations   | 4          |                | Minor language changes (non-substantive).                                                                                                                                                                           |
| Article VI - Sick Leave | 2          |                | Clarifying non-payment of sick leave.                                                                                                                                                                               |
| Article VI - Sick Leave | 3          |                | Minor language changes to clarify valid use of sick leave.                                                                                                                                                          |
| Article VI - Sick Leave | 3iii (New) |                | Reference use of sick leave for which time off pursuant to Art.X is not applicable.                                                                                                                                 |
| Article VI - Sick Leave | 6          |                | Add language regarding notification of use of sick time; add language to permit employees may notify supervisor of absences by email or text.                                                                       |
| Article VI - Sick Leave | 8          |                | Strike reference to date (non-substantive); add language to clarify that vacation time earned through Sick Leave Incentive Program is subject to same conditions as outlined under Article V.                       |

**Teamster Negotiations  
Contract Ending 6/30/16**

| <b>Article</b>                | <b>Section</b> | <b>Summary of Negotiated Change</b>                                                                                                                |
|-------------------------------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Article X-Health Appointments |                | Time off for pre-scheduled medical appointments to be limited to 6 appointments per year, with each appointment not to exceed two hours each.      |
| Article XI - Insurance        | 1              | Change date references (non-substantive).                                                                                                          |
| Article XI - Insurance        | 5              | Effective July 1, 2017, employees may participate in the CT State Partnership Plan.                                                                |
| Article XI - Insurance        | 6              | Strike outdated references (non-substantive).                                                                                                      |
| Article XI - Insurance        | 8              | Strike outdated references (non-substantive).                                                                                                      |
| Article XI - Insurance        | 10             | Strike outdated references (non-substantive).                                                                                                      |
| Article XII - Retirement      | 6C             | Define vesting schedule of Town contributions.                                                                                                     |
| Article XII - Retirement      | 7A             | Deferred compensation match to increase from \$2,300 to \$2,450 on 1/1/18 and to \$2,575 on 1/1/19.                                                |
| Article XII - Retirement      | 7B(iii)        | Deferred compensation match to increase from \$2,300 to \$2,450 on 1/1/18 and to \$2,575 on 1/1/19.                                                |
| Article XIV - Safe Working    | 4              | Employees may use personal electronic device to conduct Town business during working hours if authorized by a supervisor.                          |
| Article XV - Uniforms/Tools   | 2              | Non-cumulative limit on tool reimbursements shall increase from \$750 to \$800 on 7/1/18.                                                          |
| Article XVI - Seniority       | 5              | Minor language changes (non-substantive).                                                                                                          |
| Article XVII - Appointments   | 1B             | Transfer applications to be submitted within 10 calendar days; 12-month ineligibility for transfer if opportunities turned down twice in one year. |
| Article XVII - Appointments   | 1D(i)          | BOE employees are subject to State of CT orientation and training programs.                                                                        |
| Article XVII - Appointments   | 1D(iii) (New)  | Transfers to Nathaniel Witherell are subject to background checks.                                                                                 |
| Article XVII - Appointments   | 6              | Job openings to be posted only to the web.                                                                                                         |

**Teamster Negotiations  
Contract Ending 6/30/16**

| <b>Article</b>                    | <b>Section</b> | <b>Summary of Negotiated Change</b>                                                                                                                                                                                                                                                           |
|-----------------------------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Article XVII - Appointments       | 11B (New)      | Lead Custodian appointed from Head Custodian list may transfer into Head Custodian position.                                                                                                                                                                                                  |
| Article XXII - Length             | 1              | Provide for a three-year contract term.                                                                                                                                                                                                                                                       |
| Appendix I - Wage Schedule        |                | 2.25% GWI retroactive to 7/8/16, 2.25% GWI on 7/1/17 and 2.25% GWI on 7/1/18.                                                                                                                                                                                                                 |
| Appendix I - Wage Schedule        | 1G (New)       | Add BOE Key System stipend.                                                                                                                                                                                                                                                                   |
| Appendix II - NW Salary Schedule  |                | 2.25% GWI retroactive to 7/8/16, 2.25% GWI on 7/1/17 and 2.25% GWI on 7/1/18.                                                                                                                                                                                                                 |
| Appendix III - Clothing           |                | Add language to clarify that section is not applicable to those employees in the classifications as set forth in Article XV(3); Town will provide safety shoe reimbursement within 30 calendar days from the date proof of payment is received; reimbursement to increase to \$175 on 7/1/18. |
| Appendix VI - Custodian Transfers | 2              | Custodian II considering transfer may visit location within 10 business days.                                                                                                                                                                                                                 |
| Appendix VI - Custodian Transfers | 3              | Employee offered transfer opportunity must respond within 24 hours.                                                                                                                                                                                                                           |
| Appendix VIII                     | 13 (New)       | New reference to EAP Coordinator.                                                                                                                                                                                                                                                             |
| Appendix IX                       |                | Strike outdated reference (non-substantive).                                                                                                                                                                                                                                                  |
| Appendix XV - Overtime            | BOE 2 (New)    | OT to be offered to custodians at a particular location prior to going to district-wide list.                                                                                                                                                                                                 |