



TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

August 20, 2015

TO: David Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

**REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2015-
2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN
OF GREENWICH AND UNITED PUBLIC SERVICE EMPLOYEES UNION**

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 September 21, 2015, are correct and I am in agreement.

A.20-2015
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

UPSEU SCHOOL NURSES – TOWN OF GREENWICH
Summary of Negotiated Changes

Article	Summary of Change
Preamble (and throughout contract)	Change “AFSCME” to “UPSEU.”
Article 1, Recognition (throughout contract)	Add reference to Board of Labor Relations decision; enumerate employees included in the unit; add “BOE.”
Article 4, Wages	Change “Union” and “Unit” to “UPSEU/Union.”
	Mandated direct deposit and electronic pay advice
	General Wage Increases: 7/1/2015 2.6%; 7/1/2016 2.6%
Article 4, Wages, Paragraphs B, C and D	Delete outdated references and to conform to any negotiated general wage increase.
Article 4, Wages	Implement 5-day payroll lag.
Article 5, Collective Bargaining, Paragraph D	Re-opener on emergency closings.
Article 5, Collective Bargaining, Paragraph E	Minor language changes.
Article 7, Overtime, Paragraph D	3-hours minimum pay for call-backs.
Article 9, Holidays	Amend holidays to eliminate Columbus and Veterans Day and substitute with a floating holiday.
Article 10, Sick Leave, Paragraph A	Delete out-dated reference.
Article 10, Sick Leave, Paragraph F	Clarify procedure for calling in sick.
Article 11, Educational Leave	Clarify protocol for taking unpaid leave; change allotted time from 2 years to 9 months.
Article 12, Sabbatical Leave	Change from 7 to 10 years in part A and 2 to 4 years in part E
Article 13, Paragraph D, FMLA	Add FMLA language.
Article 15, Injury Leave	Change Article title from “Injury Leave” to “Worker’s Compensation”
Article 15, Injury Leave, Paragraph E	Provide for a Workers’ Compensation “Managed Medical Care Plan.”
Article 16, Funeral Leave, Title and Paragraphs A, B and C	Change “Funeral Leave” to “Bereavement Leave.”
Article 17, Personal Leave	Increase personal leave time from one day to two days with conditions placed on second day.
Article 19, Employee Accounts	Update language to be consistent with information now included on paycheck.
Article 20, Insurance	Eliminate POS, provide for HRA, and HDHP 2000/4000 and HDHP 3000/6000.

Article	Summary of Change
Article 20, Insurance	Base employee cost share increased to 20% from 10%; employees/spouses participating in the wellness program received a 10% premium discount in employee cost share.
Article 20, Insurance, Paragraphs G and H	Clarify terms under which an employee can purchase additional life insurance.
Article 20, Insurance, Paragraph I (2)	Increase Town contributions to retiree health insurance premium for all tiers. (\$900/\$1700; \$700/\$1470 and \$800/\$1570 for over 65).
Article 20, Insurance, Paragraph L	Change reimbursement for contact lenses/frames from \$300 to \$500 biennially.
Article 23, Pension	Non-substantive language changes.
Article 23, Pensions, Paragraph F	Increase Town match for deferred comp (\$1900 and \$2000).
Article 25, Grievance Procedure, Paragraph A	Add "UPSEO/Union" to clarify that a grievance may be filed on behalf of the individual unit or the union.
Article 26, Conditions of Employment, Paragraph C(2)	Clarify performance evaluation process.
Article 26, Conditions of Employment, Paragraph J	Change personal property reimbursement to \$500.
Article 28, Termination of Employment, Paragraph A	Reduce resignation notice from four weeks to three weeks.
Article 29, Seniority, Paragraph A	Seniority to be based on continuous service within the bargaining unit as opposed to with the Town
Article 31, Paragraph D	Add language regarding access to personnel files
Article 32, Duration	Two-year contract.
Appendices	Update for consistency with other proposals.

UPSEU Cost of Contract 2015 - 2017

	Current	1-Jul-15	1-Jul-16
Base Wages	\$1,614,928	\$1,656,916	\$1,699,996
BOE 2 Days Holiday Pay	\$24,246	\$16,392	\$16,392
Total Wages	\$1,639,174	\$1,673,308	\$1,716,387
Medical , Town Costs	\$574,352	\$566,121	\$538,889
Life Insurance	\$3,687	\$3,759	\$3,881
Total Insurance	\$578,040	\$569,880	\$542,770
Retirement 401-K	\$30,310	\$33,510	\$34,310
Retirement DB (normal costs)	\$148,210	\$144,587	\$140,675
Retirement DC	\$7,229	\$10,844	\$15,220
Social Security/Medicare	\$125,397	\$128,008	\$131,304
OPEB	\$31,438	\$33,010	\$33,010
Total Retirement	\$342,584	\$349,959	\$354,519
Totals	\$2,559,798	\$2,593,146	\$2,613,677
Change in \$s		\$33,349	\$20,530
Change in %		1.30%	0.79%

Retirement cost project a turnover of 1 employee per year.