

REPRESENTATIVE TOWN MEETING

OCTOBER 28, 2013

Standing Committee Meetings

COMMITTEE	DATE	ITEMS REFERRED	PLACE OF MEETING
APPOINTMENTS	(see Town Notice Board)	1-6-11-12	Hayton Room, Third Floor, Town Hall, 8:00 P.M.
BUDGET OVERVIEW	Thursday Oct. 17		Town Hall Lounge, Lower Level Town Hall, 7:30P.M.
EDUCATION	Monday Oct. 21	5-6 14	Hayton Room, Third Floor Town Hall, 7:00 P.M.
FINANCE	Monday Oct. 21	2-3-4-5-6-7-8-9-10-13 14	Town Hall Lounge, Lower Level Town Hall, 7:30 P.M.
HEALTH & HUMAN SERVICES	Tuesday Oct. 22	2-3-4-6	J. Evaristo Conference Room, Third Floor, Town Hall, 8:00 P.M.
**** LAND USE (2 Meetings)	Thursday Oct. 17 Monday Oct. 21	1-6-10-11-12-13	Hayton Room, Third Floor, Town Hall Cone Room, Second Floor, Town Hall
LEGISLATIVE & RULES	Monday Oct. 21	2-3-6-10-13	J. Evaristo Conference Room, Third Floor, Town Hall, 8:00 P.M.
PARKS & RECREATION	Tuesday Oct. 22	6-10-13	Parks & Recreation Conference Room Second Floor, Town Hall, 8:00PM
PUBLIC WORKS	Monday Oct. 21	6	Mazza Conference Room First Floor, Town Hall, 7:30 P.M.
***** TOWN SERVICES	Tuesday Oct. 22	6-7-8-9	Town Hall Lounge, Lower Level Town Hall, 8:00P.M
TRANSPORTATION	Tuesday Oct. 22	6	Mazza Conference Room, First Floor, Town Hall, 7:30 P.M.

DISTRICT MEETINGS

<u>District No.</u>	<u>Meeting Place</u>	<u>Time</u>	<u>Week Prior to RTM</u> <u>Day of the Week</u>
1	Cone Conference Room	8:00 P.M.	Thursday, October 24
2	Gisborne Conference Room	8:00 P.M.	Wednesday, October 23
3	Hamilton Avenue School	7:00 P.M.	Thursday, October 24
4	Byram Schubert Library	8:00 P.M.	Wednesday, October 23
5	Riverside School Library	8:00P M.	Thursday, October 24
6	First Congregational Church	8:00 P.M.	Thursday, October 24
7	Hayton Conference Room	7:30 P.M.	Thursday, October 24
8	Cos Cob School Media Center	8:00P.M..	Wednesday, October 23
9	Bendheim Western Gr Civic Center	7:30 P.M.	Thursday, October 24
10	Round Hill Community Church	8:00 P.M.	Thursday, October 24
11	Nathaniel Witherell	7:30 P.M.	Wednesday, October 23
12	North Mianus School Library	8:00 P.M.	Thursday, October 24

*** change of meeting place, date or time

Additional information on website rtm.greenwich.org



STATE OF CONNECTICUT
TOWN OF GREENWICH

At the Representative Town Meeting of the Town of Greenwich to be held in the Moderator's Hall of Central Middle School on Monday, October 28, 2012 at 8:00 P.M.(E.D.T.) the following **additional item** will be considered:

14. To consider and act upon the following resolution, requested by the Superintendent of Schools and approved by the Board of Education.

Sense of the Meeting Resolution

WHEREAS Connecticut statutes confer upon the Board of Education the exclusive authority to approve a collective bargaining agreement with Public Service Employees Local, 136, of Laborers International Union of North America AFL-CIO ("LIUNA BOE"), and

WHEREAS in order to provide the RTM the opportunity to both comment upon the tentative agreement for the period covering July 1, 2013 through June 30, 2016, and to express its approval or disapproval prior to the Board's acting on the agreement, the Board proposes the following RTM sense of the meeting resolution:

NOW THEREFORE, BE IT RESOLVED that it is the sense of the Representative Town Meeting of the Town of Greenwich that it supports the Board's tentative collective bargaining agreement with LIUNA BOE.

Referred to Education Committee
Referred to Finance Committee
Referred to Labor Contracts Committee

Dated at Greenwich, Ct
October 16, 2013

THOMAS J. BYRNE
MODERATOR
CAMELLA C. BUDKINS
TOWN CLERK



**REPRESENTATIVE TOWN MEETING
TOWN OF GREENWICH**

**EXPLANATORY COMMENTS FOR
OCTOBER 2013 MEETING**

ADDITIONAL ITEM

ITEM NO.: 14
DEPARTMENT: Board of Education
CONTACT: Robert V. Lichtenfeld 625-7471
robert_lichtenfeld@greenwich.k12.ct.us
REFERRED TO: *Education, Finance and Labor Contracts Committees*

Sense of the Meeting Resolution

WHEREAS Connecticut statutes confer upon the Board of Education the exclusive authority to approve a collective bargaining agreement with Public Service Employees Local, 136, of Laborers International Union of North America AFL-CIO ("LIUNA BOE"), and

WHEREAS in order to provide the RTM the opportunity to both comment upon the tentative agreement for the period covering July 1, 2013 through June 30, 2016, and to express its approval or disapproval prior to the Board's acting on the agreement, the Board proposes the following RTM sense of the meeting resolution:

NOW THEREFORE, BE IT RESOLVED that it is the sense of the Representative Town Meeting of the Town of Greenwich that it supports the Board's tentative collective bargaining agreement with LIUNA BOE.

EXPLANATORY COMMENTS

The Board of Education (BOE) Negotiations Committee has reached a tentative agreement with the LIUNA BOE union (Local 136 of the AFL-CIO, which represents the professional assistants and security personnel) and is beginning the contract approval process.

The Sense of the Meeting Resolution provides an opportunity for RTM involvement even though the Connecticut MERA (Municipal Employees Relations Act) act gives the BOE the authority to approve the agreement. This BOE feels strongly that, as part of the Town's political and financial checks and balances system, it is necessary and proper that the RTM have the opportunity to provide input on the contract before it is approved by the BOE.

Pending additional input from the RTM and approval of an RTM Sense of the Meeting Resolution, the Board of Education would then consider final approval of the contract at its regular November meeting.

The collective bargaining agreement between the BoE and LIUNA expired on June 30, 2013. Due to changes in leadership of the LIUNA business office, the parties commenced negotiations for a successor agreement in August of 2013. On October 9, 2013 a tentative agreement was reached for a three-year agreement effective retroactive to July 1, 2013, and expiring on June 30, 2016.

The agreement provides for the following general wage increases: 7/1/13 1.5%; 1/1/14 1.0%; 7/1/14 2.25%; 7/1/15 1.5%; and 1/1/16 1.0%. By splitting the wage increase in FY 14 and FY 16, the cash outlay by the BoE is reduced in those fiscal years for wage payments. By splitting the general wage increase in FY 14, the increases in wage payments fall within the anticipated BET guidelines for that FY.

The concessions sought by the BoE in the area of medical insurance were successfully negotiated. Effective January 1, 2014, the high deductible plan will be the base plan for all employees, with the deductibles increasing effective January 1, 2015, to \$2000/\$4000. BoE employees represented by LIUNA are among the most moderately wage compensated employees within Town Government. To moderate the impact on conversion to HD-HAS plan, the Town will make a one-time supplemental contribution to Health Care Savings Accounts in FY15 of \$250/\$500 respectively from individuals and families. Meanwhile, a major innovation in the agreement is the inclusion of a mandatory "Risk Reduction Program," or wellness program. Plan experience (how often our employees and their dependents use the medical plan) is one of the primary drivers of the increases in insurance premiums. It is hoped that the "Risk Reduction Program" over time will have a positive impact in this significant area of premium costs. The mandate to participate in the program is for employees only in 2014 and employees and spouses beginning in 2015. In the event an employee and/or spouse fails to participate in any year, the employee will be required to pay an additional 10% (5% for 2015) in premium co-pays the following year.

We also negotiated small changes to bereavement, additional days for conferences, and confirmed insurance coverage for use of vehicles while conducting official BoE business.

The terms of the agreement effectively balance the interests to our employees, BOE management and the taxpayers.



TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

October 11, 2013

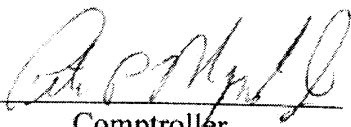
TO: Dave Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

**REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2013-
2016 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
GREENWICH BOARD OF EDUCATION AND LIUNA Local 136**

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 October 28, 2013 are correct and I am in agreement.

10-11-13
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

TOTAL COST TOWN OF GREENWICH - BOE - LIUNA CONTRACT FY13-14 to FY

	2012-2013	2013-2014	2014-2015	2015-2016	TOTAL
	BASE	YEAR 1	YEAR 2	YEAR 3	Y1+Y2+Y3
Total Wages a - Appendix A	\$ 5,519,213	\$ 5,628,881	\$ 5,822,558	\$ 5,989,593	\$ 17,441,032
% change year-to-year		1.99%	3.44%	2.87%	5.34%
\$ change year-to-year	\$	\$ 109,668	\$ 193,678	\$ 167,034	\$ 470,380
Total TOWN Health Care b	\$ 2,351,765	\$ 2,447,885	\$ 2,515,457	\$ 2,840,131	\$ 7,803,473
Group Term Life Insurance	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 24,000
Total Insurance	\$ 2,359,765	\$ 2,455,885	\$ 2,523,457	\$ 2,848,131	\$ 7,827,473
% change year-to-year		4.07%	2.75%	12.87%	10.57%
\$ change year-to-year	\$	\$ 96,120	\$ 67,571	\$ 324,675	\$ 488,366
Retirement DB c	\$ 288,895	\$ 294,636	\$ 271,756	\$ 245,588	\$ 811,980
Retirement DC d	\$ 72,799	\$ 74,246	\$ 100,019	\$ 126,774	\$ 301,039
Social Security (7.65%)	\$ 422,220	\$ 430,609	\$ 445,426	\$ 458,204	\$ 1,334,239
TOTAL OTHER	\$ 783,914	\$ 799,491	\$ 817,201	\$ 830,565	\$ 2,447,258
% change year-to-year		1.99%	2.22%	1.64%	5.95%
\$ change year-to-year	\$	\$ 15,577	\$ 17,710	\$ 13,364	\$ 46,651
TOTAL	\$ 8,654,892	\$ 8,876,257	\$ 9,155,216	\$ 9,660,289	\$ 27,691,763
% change year-to-year		2.56%	3.14%	5.52%	11.62%
\$ change year-to-year	\$	\$ 221,365	\$ 278,959	\$ 505,073	\$ 1,005,397