

Item 14

TOWN OF GREENWICH AND LIUNA LOCAL 136
2010- 2013 COLLECTIVE BARGAINING AGREEMENT

SUMMARY OF CHANGES 2010-2013

1. Duration: July 1, 2010 – June 30, 2013
2. General Wage Increase:
 1. July 1, 2010 – 2.0%
 2. July 1, 2011 – 2.25%
 3. July 1, 2012 – 2.25%
3. Article 5 (G): Eliminate this paragraph G.
4. Article 5: Add new paragraph G for mandated direct deposit effective July 1, 2011.
5. Article 8 (A): Correct references to appendices to read Appendix V (Library) and IX (Nathaniel Witherell).
6. Article 8 (B): Correct references to appendices to read Appendix V (Library) and IX (Nathaniel Witherell).
7. Article 8 (E): Amend the second paragraph of this section to read:

“Employees in the following classifications are eligible for emergency operations compensation as set forth in this paragraph “3”: Chief Engineer, Highway Superintendent, Superintendent of Parks and Trees, Superintendent of Marine and Facility Operations, Superintendent of Fleet Operations, Superintendent of Building, Construction and Maintenance, Superintendent of Waste Disposal, Superintendent of Building Operations (BOE), Building Construction and Maintenance (BOE), Highway Operations Manager, Parks Operations Manager, Tree Operations Manager, Operations Manager – MFO, Manager Field Operations – Sewer Division, Highway Planning and Program Manager, Wastewater Division Manager, and Process Control Manager Engineer.”

8. Article 11 (A) (1): Amend to read:

“An employee shall earn sick leave at the rate of one (1) day per month for each year of continuous service through completion of the ninth (9th) year of service and two (2) days per month for each year of service commencing with the beginning of the tenth (10th) year of service except for employees hired on or after July 1, 2011 who

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shall earn one and one-half (1 ½) days per month commencing with the beginning of the tenth (10th) year of service. Sick leave may be accumulated to a maximum of one hundred and eighty (180) days.

9. Article 11 (A) (2): Replace "following the approval of the Representative Town Meeting" with "March 13, 2006".
10. Article 11 (3): Add a new paragraph 3: Effective July 1, 2010 part-time employees, except employees assigned to Nathaniel Witherell, shall earn sick leave at the rate of six (6) pro rated days per year.
11. Article 13: Amend the first sentence to read: "Employees shall be entitled to one (1) day of personal leave each year except as provided in Appendix IX."
12. Article 14: Revise and update article to make current and to provide for the following:

Employee premium co-pays for all medical, prescription drug and dental plans shall be 9% effective July 1, 2011 and 10% effective July 1, 2012.

Effective January 1, 2012 the HSA plan shall include Rx co-pays of \$10/\$25/\$40 following the satisfaction of the annual plan deductible.

Effective January 1, 2012 the prescription drug plan co-pays shall be \$10/\$25/\$40.

Effective January 1, 2012 Add the following language: "An employee who has Medicare Part A, Veterans Medical Insurance or Active duty Insurance and is therefore not eligible for participate in a HD-HSA may, as an alternative option to the HD-HSA, participate in a \$10 POS Alternative Plan which plan provides for a national network. Participation in the \$10 POS Alternative Plan is limited to this class of employees. An employee who elects to enroll in the \$10 POS Alternative Plan will be required to provide proof of other health insurance."

13. Article 14 (D): Provide for a 90 day waiting period and a maximum benefit not to exceed \$5,000 per month.
14. Article 15 Retirement: Modify this Article with non substantive amendments.
15. Article 19 (B): Amend language as follows:

"Effective with the beginning of the fiscal year following the employee completing twelve consecutive months of full-time work, a full-time employee shall be eligible for a biennial reimbursement of

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the cost of prescription eyeglasses and contact lenses not to exceed three hundred fifty dollars (\$350.00). A request for reimbursement shall be submitted to the Department of Human Resources within sixty (60) days of the date of purchase on the appropriate form and shall include the original receipt of purchase. In the event multiple requests for reimbursement are made, the total of all such reimbursements shall not exceed three hundred fifty dollars (\$350.00) in any biennial fiscal year period."

16. Article 20 (C): Amend language as follows:

"An employee who is authorized by his or her department head to regularly and customarily use their personal vehicle for Town business will be paid an annual amount of two hundred fifty dollars (\$250) in July for automobile expenses incurred during the prior fiscal year. The payment shall be prorated for an employee who becomes eligible for the reimbursement for a period of less than the entire the fiscal year. The term regularly and customarily shall mean (i) the employee is authorized to use his or her personal vehicle in performing essential duties of his or her position excluding non essential duties and travel to conferences and meetings and (ii) the extent of the use of the personal vehicle in performing these essential duties is on multiple occasions during each month of the year or pro rated year for partial payment eligibility."

17. Article 20 (D): Amend the first sentence as follows:

"Any employee, who is involved in a motor vehicle accident causing damage to such vehicle while conducting Town business, may be eligible for reimbursement up to a maximum of ~~five hundred dollars (\$500)~~ the employee's collision deductible but not more than one thousand dollars (\$1,000) for repairs to the employee's private vehicle not otherwise covered by the employee's automobile insurance."

18. Article 22 (K): Replace this paragraph with the following:

"Upon reasonable request the Town will furnish electronically to the Business Manager a list of bargaining unit employees to include title, department, salary and date of employment with the Town. Business Manager or his or her designee may be provided with a reasonable opportunity during working hours to meet with new hires for a reasonable period of time to discuss union membership during a time as to not interfere with business operations."

19. Article 23 (B): Replace this paragraph with the following:

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"Seniority shall govern in layoffs and rehiring within a department. In the event any employee is laid-off, s/he may exercise their seniority to bump into an equal or lower rated position within the department provided s/he has the ability to perform the duties of the positions and provided their seniority is greater than any incumbent. Excluded from the foregoing shall be those employees in Group A. Group A employees may only bump into a lower rated position within the department provided s/he has the ability to perform the duties of the positions and provided their seniority is greater than any incumbent."

20. Article 23 (D): Eliminate existing paragraph D and replace this paragraph with the following:

"Layoff shall be defined, for the purposes of this Article, as a termination of a full-time or permanent part-time employee resulting from the elimination of the employee's position by the Town or being displaced by an employee whose position was eliminated. The Town shall notify LIUNA of any intended layoffs as soon as practicable prior to the notification to any affected employees. An employee subject to layoff, shall receive written notice of such layoff no less than thirty (30) days prior to the effective date of such layoff or pay in lieu thereof."

21. Article 29 Duration: Amend to reflect a three-year duration.
22. Appendix I: Revise and update classification table.
23. Appendix II: Revise salary schedules to reflect general wage increases.
24. Appendix X: Replace with the HD-HSA.
25. Appendix XI: Replace with the \$10 Anthem POS.
26. Appendix XII: Insert a new Appendix XII for the Anthem POE
27. Appendix XII: Re-letter as Appendix XIII and amend Rx co-pays to 10/25/40.
28. Appendix XIII: Amend to reflect a \$2,000 Class D orthodontia maximum benefit effective July 1, 2011.

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Finance Department

**TOWN OF GREENWICH
CONNECTICUT**

May 24, 2011

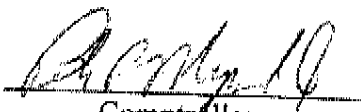
TO: Dave Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

**REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2010-
2013 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN
OF GREENWICH 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 are correct and I am in agreement.

5-24-2011
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

Handwritten: 4351

Description	Current Annualized Cost		1-Jul-10		1-Jul-11		1-Jul-12	
	Increment	Revised Annualized Cost	Increment	Revised Annualized Cost	Increment	Revised Annualized Cost	Increment	Revised Annualized Cost
Base Pay Full Time	\$15,325,337		\$308,047	\$15,710,396	\$354,156	\$16,094,419	\$362,413	\$16,469,655
Base Pay Part Time	\$892,434		\$17,938	\$914,857	\$20,523	\$937,219	\$21,104	\$959,071
Overtime - Town	\$561,303		\$2,821	\$575,406	\$12,971	\$589,471	\$13,274	\$603,215
Differentials	\$69,698		\$0	\$69,698	\$0	\$69,698	\$0	\$69,698
Out of Class	\$23,951		\$120	\$24,553	\$553	\$25,153	\$556	\$25,740
Misc Compensation	\$121,522		\$0	\$121,522	\$0	\$121,522	\$0	\$121,522
Paid Leave	\$1,440,190		\$28,949	\$1,476,376	\$33,282	\$1,512,464	\$34,058	\$1,547,728
Injury Leave	\$4,164		\$84	\$4,269	\$96	\$4,373	\$98	\$4,475
Uniform Allowance	\$12,160		\$0	\$12,160	\$0	\$12,160	\$0	\$12,160
Auto Maintenance	\$7,934		\$0	\$7,934	\$2,000	\$9,934	\$0	\$9,934
Total Salary Compensation	\$18,458,695		\$366,782	\$18,917,172	\$423,682	\$19,376,415	\$431,514	\$19,823,209
Life								
LTD	\$7,075		\$36	\$7,253	\$164	\$177	\$6	\$173
Basic Group Term Life	\$42,298		\$213	\$43,361	\$82	\$44,421	\$35	\$45,456
A.D & D	\$6,069		\$30	\$6,221	\$12	\$6,373	\$5	\$6,522
Total	\$55,442		\$279	\$56,835	\$108	\$57,971	\$46	\$58,152
Retirement								
TOG DB Plan (20.04%)	\$3,022,066		\$15,186	\$3,087,996	\$5,762	\$3,172,090	\$2,421	\$3,242,890
TOG DC Plan (5%)	\$12,258		\$62	\$12,566	\$59	\$13,281	\$38	\$14,379
Deferred Compensation Town Match	\$357,352		\$0	\$357,352	\$0	\$357,352	\$0	\$357,352
Post Retire. Medical OPEB (0.62%)	\$27,288.9		\$137.1	\$27,974.6	\$53.2	\$28,658.4	\$22.9	\$29,325.5
Retiree Health Savings Account	\$54,617		\$274	\$55,909	\$106	\$57,358	\$46	\$58,695
Social Security (6.20%)	\$545,989		\$5,685	\$574,415	\$2,205	\$602,764	\$947	\$630,465
Medicare (1.45%)	\$267,360		\$1,330	\$274,184	\$516	\$280,814	\$222	\$287,292
Total	\$4,286,331		\$5,318	\$4,400,478		\$4,512,318		\$4,620,400
Health								
Medical (Town portion of premiums)	\$2,399,212		\$0	\$2,399,212	-\$50,162	\$2,339,050	-\$59,413	\$2,279,637
Rx (Town portion of premiums)	\$144,953		\$0	\$144,953	-\$3,009	\$141,944	-\$2,978	\$138,966
Dental (Town portion of premiums)	\$203,877		\$0	\$203,877	-\$2,216	\$201,661	-\$2,216	\$199,444
Eyewear Reimbursement	\$8,365		\$0	\$8,365	\$1,600	\$9,965	\$0	\$9,965
Total	\$2,756,407		\$0	\$2,756,407	-\$63,788	\$2,692,619	-\$64,607	\$2,628,012
Totals	\$25,557,476		\$31,974	\$26,130,893	\$35,670	\$26,632,324	\$15,327	\$27,123,773
Percentage change from prior year				2.24%		1.92%		1.85%