In Board of Mayor and Aldermen
Date: 10/02/18
On motion of Ald. O'Neil
Seconded by Ald. Levasseur
Voted to ratify the agreement.

City Clerk

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CITY OF MANCHESTER NEW HAMPSHIRE

City of Manchester

&

AFSCME Council 93, Local 298, Facilities

TENTATIVE AGREEMENT

- Wages.

7/01/18-19: Steps and Longevities (including 2017-18-No retro) plus 1.0% COLA.

7/01/19-20: Steps and Longevities plus 1.5% COLA.

7/01/20-21: Steps and Longevities plus 1.5% COLA.

- Health Insurance.

Effective 12/1/18: Site of Service Overlay.

Effective 7/01/19: Employee contribution 16%.

Effective 7/01/20: Employee contribution 17%.

- Step Scale.

Effective 7/01/19: Eliminate 6 month step for new hires effective.

- Vacation.

Effective 7/01/19: Vacation leave policy for regular department employees shall be as follows:

(a) Accrual rate for two (2) calendar weeks begins on date of hire.

(b) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.

(c) Accrual rate for four (4) calendar weeks begins at the beginning of ten (10) years of continuous service.

(d) Accrual rate for five (5) calendar weeks begins at the beginning of fifteen (15) years of continuous service.

(e) Accrual rate for six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

- Miscellaneous.

Article 1.3: Add: Highway Support Specialist

Article 10: Strike: "Not to exceed a total of 12 months probations."

Article 11.11 Strike: "Not to exceed a total of 12 months probations."

Article 18: Standby rates effective 7/1/18: Mon-Friday $30. Weekend $35.

Article 14.2: Increase time to notify supervisor of intent to file a grievance from 8 to 12 days.

Article 14.11: Add: In the event that management does not render an answer in accordance with the above-mentioned timelines the grievance shall be deemed denied and the grievant may process said grievance to the next step in the process.

Article 14.15: **Add: ARBITRATION APPEALS** Within thirty calendar days of receiving the decision of the arbitrator either party may appeal said decision to Superior Court Pursuant to NH RSA 542

Article 20: Plus rate shall be no less than 7.0%.

Article 20.3 Add: Plus rate hours do not qualify and employee for the position on a permanent basis.

Agreed to 10/19/17

Article 23.7 Strike: "Not to exceed $200.00"

Article 24.5	Add Article 24.5. The President, Vice-President and Chief Steward shall be permitted not more than (10) collective hours total per month to attend to their duties as representatives of all units represented by Local 298, without loss of pay. This time shall be in addition to any other time granted in this Article *Agreed to 10/19/2017*
Article 27	Strike Grandchild from 1 working day; Add: Grandchild to 5 working days.
Article 31.3	Department Heads and the Union may require an employee to justify each day of absence for sick leave if the employee's absentee record indicates a patterned use of sick leave which is in excess of the average days used by employees of the department. The City of Manchester and the Union agree that if an employee goes over the average sick leave he may be required to obtain a doctor's note in the current year or the following year. The City of Manchester and the Union agree if an employee has had a doctor's note of if he/she has an exception "FMLA or ADA" said sick leave shall not count toward the average sick leave."
Article 36.1	The City shall pay $200 to each regular employee for a uniform allowance. The employee shall provide to the division manager receipts for that allowance up $200 each year. These receipts will be provided during the month of July. Failure to provide the receipts will result in no allowance for that particular employee. This allowance is for boots, pants and outerwear. Employees agree to wear properly serviceable pants and boots as set out by the division dress code. Failure to wear properly serviceable uniforms may result in disciplinary action
Article 38.3	**Add:** All equipment/tools, including but not limited to tablets, laptops an cellphones provided by the division to bargaining unit members shall be on and accessible during work hours. Further, and more specifically, all bargaining unit employees who are provided cellular phones by the division are expected to have their cellular phones charged and activated during work hours in order to be accessible to the department under normal working conditions. An employee who is in violation of this clause may be subject to discipline.
Article 40	Strike Entire Article.

8/9/18
Date

City of Manchester

8/9/18
Date

AFSCME Council 93, Local 298

CITY OF MANCHESTER
AFSCME UNIONS GENERAL FUND (07/01/2018 - 06/30/2021)

	FY2019						
Union	FY 2018 Merits & Longevities absorbed FY2019	1 % Cola as of 7/1/18	Merit	Long	Retire	SS & Medi	Totals
AFSCME Facilities	17,200	7,985	2,484	2,102	7,999	2,277	40,046
AFSCME Health	41,434	19,708	13,626	9,520	22,649	6,448	113,386
AFSCME Fleet	22,421	9,330	7,427	7,102	12,436	3,540	62,256
AFSCME Master	106,962	77,533	34,880	20,886	64,558	18,380	323,199
Grand Total	$ 188,018	$ 114,556	$ 58,417	$ 39,610	$ 107,641	$ 30,646	$ 538,888

	FY2020					
Union	1.5 % Cola	Merit	Long	Retire	SS & Medi	Totals
AFSCME Facilities	12,290	1,541	1,957	4,242	1,208	21,239
AFSCME Health	30,428	12,192	7,891	13,572	3,864	67,947
AFSCME Fleet	14,526	6,636	1,510	6,092	1,734	30,499
AFSCME Master	119,011	32,236	16,584	45,096	12,839	225,767
Grand Total	$ 176,255	$ 52,606	$ 27,943	$ 69,003	$ 19,645	$ 345,452

	FY2021					
Union	1.5 % Cola	Merit	Long	Retire	SS & Medi	Totals
AFSCME Facilities	12,602	1,611	1,793	4,301	1,224	21,532
AFSCME Health	31,429	10,680	5,535	12,802	3,645	64,092
AFSCME Fleet	14,989	6,938	1,529	6,302	1,794	31,552
AFSCME Master	122,161	33,926	30,364	50,099	14,264	250,814
Grand Total	$ 181,181	$ 53,155	$ 39,222	$ 73,505	$ 20,927	$ 367,990

TOTAL	$ 1,252,330

SITE OF SERVICE HEALTH INSURANCE PROJECTED SAVINGS
FOR AFSCME UNIONS GENERAL FUND

Union	FY2019 15% Cost Share	FY2020 16% Cost Share	FY2021 17% Cost Share	TOTAL
Facilities	5,982	2,668	2,856	11,506
Health	9,062	3,325	3,542	15,929
Fleet	6,116	1,682	1,792	9,590
Master	47,813	19,312	20,642	87,767
TOTAL	68,973	26,987	28,832	124,792

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City of Manchester - AFSCME Facilities

Estimated Impact Associated with Changing to "Site of Service" Plan Designs with Recurring Co-pay Effective 12/1/18

08/01/18

		Fiscal Year 2019											
		FY19 Estimated Costs - Without Plan or Contribution Changes			FY19 Estimated Costs - With Plan Changes Effective 12/1/18						FY19 Savings		
					7/1/18-11/30/18			12/1/18-6/30/19					
	Current Enrollment	Employer Contributions	Employee Contributions	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Employee Changes	Employee Changes	Total
HMO ($100 Ded)													
Single	0	$728.59	$128.57	$857.16	$728.59	$128.57	$857.16	$694.54	$122.56	$817.10			
Two Person	5	$1,464.46	$258.43	$1,722.89	$1,464.46	$258.43	$1,722.89	$1,396.02	$246.36	$1,642.38			
Family	5	$1,959.88	$345.86	$2,305.74	$1,959.88	$345.86	$2,305.74	$1,868.27	$329.70	$2,197.97			
	10	$205,460	$36,257	$241,718	$85,609	$15,107	$100,716	$114,250	$20,162	$134,412	$5,602	$988	$6,590
HMO 80/20 ($250 Ded)													
Single	0	$673.90	$168.47	$842.37	$673.90	$168.47	$842.37	$653.68	$163.42	$817.10			
Two Person	0	$1,354.54	$338.64	$1,693.18	$1,354.54	$338.64	$1,693.18	$1,313.90	$328.48	$1,642.38			
Family	1	$1,812.76	$453.19	$2,265.95	$1,812.76	$453.19	$2,265.95	$1,758.38	$439.59	$2,197.97			
	1	$21,753	$5,438	$27,191	$9,064	$2,266	$11,330	$12,309	$3,077	$15,386	$381	$95	$476
HSA													
Single	0	$664.96	$117.35	$782.31	$664.96	$117.35	$782.31	$664.96	$117.35	$782.31			
Two Person	1	$1,333.05	$235.24	$1,568.29	$1,333.05	$235.24	$1,568.29	$1,333.05	$235.24	$1,568.29			
Family	0	$1,711.26	$301.99	$2,013.25	$1,711.26	$301.99	$2,013.25	$1,711.26	$301.99	$2,013.25			
	1	$15,997	$2,823	$18,819	$6,665	$1,176	$7,841	$9,331	$1,647	$10,978	$0	$0	$0
HSA 80/20													
Single	0	$625.85	$156.46	$782.31	$625.85	$156.46	$782.31	$625.85	$156.46	$782.31			
Two Person	1	$1,254.63	$313.66	$1,568.29	$1,254.63	$313.66	$1,568.29	$1,254.63	$313.66	$1,568.29			
Family	0	$1,610.60	$402.65	$2,013.25	$1,610.60	$402.65	$2,013.25	$1,610.60	$402.65	$2,013.25			
	1	$15,056	$3,764	$18,819	$6,273	$1,568	$7,841	$8,782	$2,196	$10,978	$0	$0	$0
POS ($100 Ded)													
Single	0	$1,052.18	$185.68	$1,237.86	$1,052.18	$185.68	$1,237.86	$1,002.73	$176.95	$1,179.68			
Two Person	0	$2,114.86	$373.21	$2,488.07	$2,114.86	$373.21	$2,488.07	$2,015.46	$355.67	$2,371.13			
Family	0	$2,830.32	$499.47	$3,329.79	$2,830.32	$499.47	$3,329.79	$2,697.30	$475.99	$3,173.29			
	0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
TOTAL	13	$258,266	$48,282	$306,548	$107,611	$20,118	$127,728	$144,673	$27,082	$171,754	$5,982	$1,083	$7,066

Notes:

1. Plan Designs are below. Note that current HMO plans have a 1-time copay. Proposed Site of Service (SoS) plans have a recurring copay.

	Current Benefit Design		Proposed Benefit Design	
	SoS Copay	Non-SoS Copay	SoS Copay	Non-SoS Copay
Surgery	$100 or $250	$100 or $250	$0	$250
Lab	$0	$0	$0	$50
Radiology: Xray/Ultrasound	$0	$0	$0	$125
Radiology: CAT/MRI	$0	$0	$0	$250

2. Analysis assumes no shift in enrollment from HSA to HMO

3. Decrements provided by Anthem and assume 10% increased utilization of Site of Service providers. Anthem assumes a 4% reduction in medical claims for the traditional (non-HSA) plans. This translates to a 3% rate decrement to the current $250 plan.

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City of Manchester - AFSCME Facilities

Estimated Impact Associated with Changing to "Site of Service" Plan Designs with Recurring Co-pay Effective 12/1/18

08/01/18

		Fiscal Year 2020								
		FY20 Estimated Costs - Without Plan or Contribution Changes			FY20 Estimated Costs - With Contribution Changes			FY20 Savings		
	Current Enrollment	Employer Contributions	Employee Contributions	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Employer Changes	Employee Changes	Total
HMO 85/15										
Single	0	$739.68	$130.53	$870.21	$730.98	$139.23	$870.21			
Two Person	5	$1,486.76	$262.37	$1,749.13	$1,469.27	$279.86	$1,749.13			
Family	5	$1,989.71	$351.13	$2,340.84	$1,966.31	$374.53	$2,340.84			
	10	$208,588	$36,810	$245,398	$206,135	$39,263	$245,398	$2,453	($2,453)	$0
HMO 80/20										
Single	0	$696.17	$174.04	$870.21	$696.17	$174.04	$870.21			
Two Person	0	$1,399.30	$349.83	$1,749.13	$1,399.30	$349.83	$1,749.13			
Family	1	$1,872.67	$468.17	$2,340.84	$1,872.67	$468.17	$2,340.84			
	1	$22,472	$5,618	$28,090	$22,472	$5,618	$28,090	$0	$0	$0
HSA 85/15										
Single	0	$701.28	$123.76	$825.04	$693.03	$132.01	$825.04			
Two Person	1	$1,519.04	$268.06	$1,787.10	$1,501.16	$285.94	$1,787.10			
Family	0	$1,921.84	$339.15	$2,260.99	$1,899.23	$361.76	$2,260.99			
	1	$18,228	$3,217	$21,445	$18,014	$3,431	$21,445	$215	($215)	$0
HSA 80/20										
Single	0	$660.03	$165.01	$825.04	$660.03	$165.01	$825.04			
Two Person	1	$1,429.68	$357.42	$1,787.10	$1,429.68	$357.42	$1,787.10			
Family	0	$1,808.79	$452.20	$2,260.99	$1,808.79	$452.20	$2,260.99			
	1	$17,156	$4,289	$21,445	$17,156	$4,289	$21,445	$0	$0	$0
POS 85/15										
Single	0	$1,061.00	$187.23	$1,248.23	$1,048.51	$199.72	$1,248.23			
Two Person	0	$2,245.81	$396.32	$2,642.13	$2,219.39	$422.74	$2,642.13			
Family	0	$2,971.97	$524.46	$3,496.43	$2,937.00	$559.43	$3,496.43			
	0	$0	$0	$0	$0	$0	$0	$0	$0	$0
TOTAL	13	$266,445	$49,934	$316,379	$263,777	$52,602	$316,379	$2,668	($2,668)	$0

Notes:

1. *Total costs assume a 6.5% increase in working rates effective 7/1/19.*
2. *Contribution changes from 85%/15% to 84%/16% and remains at 80%/20% when applicable.*

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City of Manchester - AFSCME Facilities

Estimated Impact Associated with Changing to "Site of Service" Plan Designs with Recurring Co-pay Effective 12/1/18

08/01/18

Fiscal Year 2021										
		FY21 Estimated Costs - Without Plan or Contribution Changes			FY21 Estimated Costs - With Contribution Changes			FY21 Savings		
	Current Enrollment	Employer Contributions	Employee Contributions	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Employer Changes	Employee Changes	Total
HMO 84/16										
Single	0	$778.49	$148.28	$926.77	$769.22	$157.55	$926.77			
Two Person	5	$1,564.77	$298.05	$1,862.82	$1,546.14	$316.68	$1,862.82			
Family	5	$2,094.11	$398.88	$2,492.99	$2,069.18	$423.81	$2,492.99			
	10	$219,533	$41,816	$261,349	$216,919	$44,429	$261,349	$2,614	($2,614)	$0
HMO 80/20										
Single	0	$741.42	$185.35	$926.77	$741.42	$185.35	$926.77			
Two Person	0	$1,490.26	$372.56	$1,862.82	$1,490.26	$372.56	$1,862.82			
Family	1	$1,994.39	$498.60	$2,492.99	$1,994.39	$498.60	$2,492.99			
	1	$23,933	$5,983	$29,916	$23,933	$5,983	$29,916	$0	$0	$0
HSA 84/16										
Single	0	$731.25	$139.29	$870.54	$722.55	$147.99	$870.54			
Two Person	1	$1,696.92	$323.22	$2,020.14	$1,676.72	$343.42	$2,020.14			
Family	0	$2,120.86	$403.97	$2,524.83	$2,095.61	$429.22	$2,524.83			
	1	$20,363	$3,879	$24,242	$20,121	$4,121	$24,242	$242	($242)	$0
HSA 80/20										
Single	0	$696.43	$174.11	$870.54	$696.43	$174.11	$870.54			
Two Person	1	$1,616.11	$404.03	$2,020.14	$1,616.11	$404.03	$2,020.14			
Family	0	$2,019.86	$504.97	$2,524.83	$2,019.86	$504.97	$2,524.83			
	1	$19,393	$4,848	$24,242	$19,393	$4,848	$24,242	$0	$0	$0
POS 84/16										
Single	0	$1,116.66	$212.70	$1,329.36	$1,103.37	$225.99	$1,329.36			
Two Person	0	$2,363.65	$450.22	$2,813.87	$2,335.51	$478.36	$2,813.87			
Family	0	$3,127.91	$595.79	$3,723.70	$3,090.67	$633.03	$3,723.70			
	0	$0	$0	$0	$0	$0	$0	$0	$0	$0
TOTAL	13	$283,222	$56,526	$339,748	$280,366	$59,382	$339,748	$2,856	($2,856)	$0

Notes:

1. *Total costs assume a 6.5% increase in working rates effective 7/1/20.*
2. *Contribution changes from 84%/16% to 83%/17% and remains at 80%/20% where applicable.*