

11/19/13 BUA Ratify Haynes

CONFIDENTIAL

CITY OF MANCHESTER In Board of Mayor and Aldermen
and Date: 12/03/13
MANCHESTER POLICE SUPPORT STAFF On motion of Ald: Roy
TEAMSTERS LOCAL 633 Seconded by Ald: Shea
Voted to approve.
Package Proposal
October 31, 2013

Matthew Forman

1. **Salary: Two year contract.**
2013-2014: 1.0 % COLA to salary schedule effective upon ratification.
2014-2015: 1.0 % COLA to salary schedule.
2. **Health Insurance: HMO/POS**
 - A. **2013-2014: 82.5% employer-17.5 % Employee premium cost share.**
2014-2015: 82.5% employer-17.5% Employee premium cost share.
Blue Choice New England POS Plan and Access Blue New England HMO Plan:
 - Office Visit - \$20.00
 - Specialist Visit- \$20.00
 - Chiropractic - \$20.00
 - Emergency Room - \$150.00
 - Inpatient Care, Outpatient Surgery, Skilled Nursing or rehab- \$100/\$200 co-pay (single/2 person & family).
 - Prescriptions (retail): \$10/\$30/\$50
 - Prescriptions (mail in 90 days): \$20/\$60/ \$100
 - B. **HSA Plan with \$2000/\$4000 deductible (single/2 person & family) with City reimbursing \$1500/\$3000 (single/2 person & family). 85% employer/15% employee premium cost share.**
 - C. **Employees hired after October 15, 2013: 80% employer/20% employee premium cost share.**
 - Same plans as above except:
 - Inpatient Care, Outpatient Surgery, Skilled Nursing or rehab- \$250/\$500 co-pay (single/2 person & family) on POS -HMO.
 - City reimbursing \$1300/\$2600 (single/2 person & family) on HSA Plan.
3. **Vacation**
Accrual rate of four (4) weeks five at beginning of ten (10) years of continuance service, (5) weeks at beginning of fifteen (15) years of continuance service and six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.¹
4. **Bereavement Leave**
Add: paternal or maternal grandparent.

¹ Pay out for unused vacation days remains unchanged at 10 weeks or 400 hours.

5. Severance

Employees that retire (MRS eligible) between ratification date and 6/30/15 shall earn \$13,000 severance. The City may withhold employee and employer contributions to retirement system.

6. Equipment Mechanic

Equipment mechanic position shall remain a dues eligible position under the Teamster's contract but the position shall be subject to on-site supervision with a phase-out of positions through attrition/vacancies. See Fire MOU.

7. Vacation and Sick Accruals: Weekly.

8. Use of Department Resources: Same as other unions to the extent consistent with City policy.

9. Health Insurance Opt Out

The City will pay four thousand dollars (\$4,000.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's plan and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage from other than the City or the Manchester School District. This amount shall be paid annually as long as a bargaining unit member who terminates City health insurance coverage under this provision declines to re-enroll. Two payments of \$2000.00, in arrears.

10. Arbitration

Article 6.12: If the matter is not resolved by and between the Department and the Union within fifteen (15) business days from the date the Department submitted said grievance to the Union, the Department may submit a written request to the permanent for a neutral (arbitrator) to resolve said grievance in accordance with its rules and regulations and the provision of sections 6, 7 and 8 of this article shall apply to such processing. The Department will simultaneously convey a copy of the request for arbitration to the Union President. The parties shall seek to reach agreement on the selection of a neutral (arbitrator) and if they are unable to reach agreement within ten (10) days of the request for arbitration, the parties shall enlist the assistance of the PELRB in the appointment of a neutral (arbitrator).

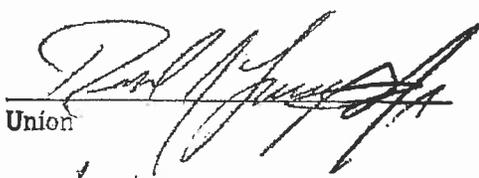
11. Duration and Termination

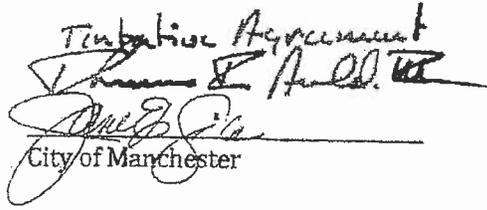
Contract effective upon ratification through June 30, 2015.

12. Remove dates in CBA which are no longer relevant.

13. Remove references to the Police Commission.

14. All other proposals are withdrawn.


Union

Termination Agreement

City of Manchester

11/8/13

CITY OF MANCHESTER
And
MANCHESTER POLICE DEPARTMENT SUPPORT STAFF
TEAMSTERS LOCAL 633

City of Manchester's Addendum with Regards to Police Department Support Staff
Mechanics

1. The three (3) Equipment Mechanic Is who are presently members of the Police Department Support Staff (PDSS) bargaining unit will remain members of the PDSS bargaining unit.
2. The three (3) PDSS Equipment Mechanic Is will remain in the Central Fleet Management Department.
3. The three (3) PDSS Equipment Mechanic Is will be under the supervision of and report to and follow the directions and instructions of the Director of Central Fleet Services and the Department's supervisors.
4. The three (3) PDSS Equipment Mechanic Is will be subject to the rules and regulations of the Central Fleet Management Department as well as any rules and regulations of the Manchester Police Department that may apply to them.
5. Any discipline of the three (3) PDSS Equipment Mechanic Is shall be pursuant to the then current PDSS collective bargaining agreement. The Director of Central Fleet Services or his designee shall be entitled to participate in any disciplinary proceedings.
6. Non-PDSS Equipment Mechanics within the Central Fleet Management Department will be trained to and will repair Manchester Police Department vehicles. PDSS Equipment Mechanic Is will be trained to and will work on non-police department vehicles.
7. Upon the termination of the employment, for any reason, of any of the current PDSS Equipment Mechanic Is with the City of Manchester that position will no longer be a position within the PDSS and will become a position within the bargaining unit representing the Central Fleet Management Department mechanics.

Paul J. [Signature]
11/8/13

Tentative Agreement
Thomas E. [Signature]
David [Signature]