In Board of Mayor and Aldermen
Date: 3/06/18
On motion of Ald. O'Neil
Seconded by Ald. Cavanaugh
Voted to ratify and layover.

City Clerk

UNITED STEELWORKERS 8938 & MANCHESTER WATER WORKS
TENTATIVE AGREEMENT
February 21, 2018

ARTICLE 1 – RECOGNITION

City agrees to reclassify Administrative Assistant II to Customer Service III through the city's classification process.

ARTICLE 7 - WAGES

7.1 - COLA

FY2017 - 1% - 7/1/2016 including merit and longevity steps - no retroactivity

FY2018 - 1% - 7/1/2017 including merit and longevity steps - no retroactivity

7.6 - Add education & training chart for A-STEPS

ARTICLE 13 - STANDBY

13.3 - Increase Standby Pay to $30 for Monday-Friday and $37.50 for Saturday/Sunday

13.6 - Add additional $10/night for emergency truck standby pay

ARTICLE 14 - PLUS RATE

14.2 - Increase to 7%

ARTICLE 15 - NIGHT SHIFT PREMIUM

15.1 - Change $0.95 to 7%

ARTICLE19A

A.1 Change 2 Hours to 3.5

A.2 Change 8 Hours to 14 Hours

ARTICLE 17 - VACATION

17.3 - Change to the following:

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.

ARTICLE 17 - VACATION

17.9 VACATION BUYBACK - Change 'buy back up to five (5) vacation days' to 'buy back up to six (6) vacation days' and change 'back up to two (2) vacation days' to 'back up to three (3) vacation days'

ARTICLE 27 - SAFETY

27.6 – Change to $150
Add Conservationist to list

ARTICLE 33 - MISCELLANEOUS

33.1 - Change to $20 stipend, no receipt required.

WAGE SCALE— Eliminate the 6 month step increase for new hires. Employee are grandfathered.

City of Manchester

USW Local 8938-00

Manchester Water Works
Steelworkers Proposal costs
Assume April 1, 2018 Date of Ratification

	FY2017			FY2018 (3 months)		
COLA	1.0%			1.0%		
Retirement	24.45%			24.45%		
FICA/MED	7.65%			7.65%		
	Cost	Benefits	Total	Cost	Benefits	Total
Salaries and wages (includes benefits)	-	-	-	$ 42,218	$ 13,552	$ 55,770
Article 13 - Standby Pay Adjust per proposal	-	-	-	4,550	1,461	6,011
Article 14 - Plus Rate Change from 5% to 7%	-	-	-	3,250	1,043	4,293
Article 15 - Night Shift Change from $.95/hr to 7% pay rate	-	-	-	1,675	538	2,213
Article 27 - Safety Change from $120 to $150 (X56)	-	-	-	420	-	420
Article 33 - Meal allowance Adjust per proposal cost	-	-	-	125	-	125
Total cost adjustment	-	-	-	$ 52,238	$ 16,593	$ 68,831
Annualized costs				$ 168,872	$ 53,508	$ 222,380

Note- Wage Scale - Savings associated with elimination of six-month probationary step cannot be quantified .