

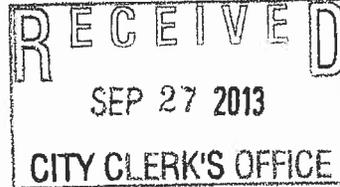


MANCHESTER WATER WORKS

281 LINCOLN ST., MANCHESTER, NEW HAMPSHIRE 03103-6093 Tel. (603) 624-6494

September 27, 2013

Board of Mayor and Aldermen
c/o City Clerk's Office
City of Manchester
One City Hall Plaza
Manchester, NH 03101



BOARD OF WATER COMMISSIONERS

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Ex Officio
HON. THEODORE L. GATSAS
Mayor

DAVID PARIS
Director

RE: REQUEST FOR BMA CONSIDERATION AND APPROVAL OF TENTATIVE AGREEMENT BETWEEN MANCHESTER WATER WORKS AND USWA LOCAL 8938

Dear Members of the Board of Mayor and Aldermen:

I respectfully request that the Board of Mayor and Aldermen consider approving the tentative agreement reached on September 13th between USWA 8938 and Manchester Water Works. This agreement will increase the health care employee contribution from 5% to 17.5% and includes a 1% COLA effective upon ratification and another 1% COLA effective July 1st, 2014. This agreement runs through June 30, 2015.

The agreement is generally consistent with previously approved packages regarding vacation and severance incentives and contains the addition of a standby rate adjustment and an allocation of 2 hours per quarter for personal time. Overall this package is estimated to save approximately \$219,000 over its duration.

I have attached a copy of the TA and contract cost information for your review. This package was brought before and approved by the USWA local 8938 on September 23, 2013, as well as the Manchester Water Works Board of Water Commissioners at their meeting on September 26, 2013.

Thank you for your consideration and both Mr. Phil Croasdale and I are available to answer questions that may arise.

Sincerely,

David Paris,
Director

Enclosure

cc: Mayor Ted Gatsas
Mr. Paul Lessard, President BWC
Ms. Jane Gile, Director HR

In Board of Mayor and Aldermen

Date: 10/15/13

On motion of Ald. Roy

Seconded by Ald. Ludwig

Voted to ratify the agreement.

City Clerk

CITY OF MANCHESTER
and
MANCHESTER WATER WORKS,
UNITED STEEL WORKERS LOCAL 8938

Tentative Agreement

September 13, 2013

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 July 31, 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. Hours of Work

Article 8.6 Add: the operators that float at the WTP will be given 7 days advance notice.

4. Promotions

Article 11: Change Grade II WTPO's to Grade IIT OIT.

5. Standby

Article 13.3: Change \$17.00 to \$25.00 and \$26.00 to \$30.00.

6. Vacation

Article 17: (d) Accrual rate for ~~five (5)~~ **six (6)** calendar weeks begins at the beginning of twenty (20) years of continuous service.¹

7. Personal Time

Article 19: Employees will accrue 2.0 hours of personal time each complete quarter of full time employment (exclusive of suspensions and unpaid leaves) in addition to any sick leave incentive.

8. Bereavement Leave

Article 23.1 Add: paternal or maternal grandparent.

9. Miscellaneous

Article 33.1 (a) Add: Water Supply "stand by."

Article 33.9 Severance Add: Retirements between ratification date and 6/30/15 shall earn \$13,000 severance. The City may withhold employee and employer contributions to retirement system.

10. Health Insurance Opt Out

~~Effective on July 1, 2009, The City will pay one thousand five hundred dollars (\$1,500.00)~~ **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 reenroll.

11. Duration and Termination

~~Article 37.1 Contract effective upon ratification through June 30, 2015.~~

Michael B. Roche

Union

D. Pini

City of Manchester

¹ As tentatively agreed to in 2012, the extra week of vacation shall not count towards maximum accrual of vacation time paid out upon separation.