

CONTRACT EXTENSION AGREEMENT
TO THE JULY 1, 2023 – JUNE 30, 2026
COLLECTIVE BARGAINING AGREEMENT

Between the

TOWN OF GREENWICH

And the

GREENWICH MUNICIPAL EMPLOYEES ASSOCIATION

July 1, 2026 - June 30, 2028

The Town of Greenwich (“Town”) and Greenwich Municipal Employees Association (“GMEA”) (collectively the “Parties”) agree as follows to the extend their existing Collective Bargaining Agreement through June 30, 2028 on the following terms:

1. The current Collective Bargaining Agreement expired on June 30, 2026. The Parties agree to extend the existing Collective Bargaining Agreement for two years until and including June 30, 2028.
2. On July 1, 2026 a retroactive general wage increase of 2.5% shall take effect. On July 1, 2027 a general wage increase of 2.5% shall take effect.
3. The current percentage share of the Connecticut State Partnership Plan 2.0 medical insurance premium cost shall continue to be split with eighty-three (83%) percent being paid by the Town and seventeen (17%) percent being paid by any GMEA member receiving such insurance benefits. On July 1, 2027 the percentage split for the medical premium cost shall be adjusted with the Town paying eighty-two and one-half (82.5%) percent and any GMEA member receiving such insurance benefits paying seventeen and one-half (17.5%) percent.
4. Effective on the date this Contract Extension Agreement has been fully executed Article 24 of the Collective Bargaining Agreement shall be amended as follows:

*ARTICLE 24
APPOINTMENTS*

A. 1) Whenever the Town intends to fill a permanent full-time or part-time vacant or new position in the bargaining unit, it shall post the opening for at least fourteen (14) calendar days for permanent full-time positions and for seven (7) calendar days for permanent part-time positions, during which time any employee who wishes to be considered must notify the Town according to the posting. Following the closing date for filing applications, the Town shall fill any full-time vacant or new position in the bargaining unit by first giving preference to an applicant, based on seniority, who is on a re-employment list for the vacant position followed by a transfer of a current employee in the same position who is qualified to fill the position. In the event there is no re-employment list or qualified transfer, the Town shall fill the full-time position from the appropriate employment register of qualified candidates for such position giving preference to qualified bargaining unit employees, and if there is no qualified employee of the bargaining unit, in such manner as the Town shall determine.

2) To be qualified for transfer, the employee must be a permanent employee in the position posted for transfer and can demonstrate, in a manner to be determined by the Town, that the employee has the technical skills and/or interpersonal skills necessary to perform the functional duties of the position in such department. An employee, who is determined to be qualified pursuant to this paragraph, shall be transferred by the appointing authority. The Town’s Director of Human Resources or designee shall certify that an employee is qualified pursuant to this paragraph.

An employee who did not receive a satisfactory or better annual performance evaluation for the review period immediately preceding the transfer posting shall not be eligible for transfer. An employee shall not be eligible to transfer if the employee has received a formal written notice of discipline within the twelve-month period preceding the transfer application. Employees who have received a satisfactory or better annual performance review for the immediately preceding review period shall be eligible to transfer. If the Department Head fails to evaluate an employee for the review period immediately preceding the effective date of the transfer, the employee shall be deemed eligible to apply for the transfer.

3) An employee, who is transferred and is returned to their former or another position with the Town pursuant to paragraph D of this Article, is prohibited from reapplying for transfer to the department to which the employee unsuccessfully transferred for a minimum period of twenty-four (24) months from the date the employee was returned to their former department. For purposes of this paragraph, the Board of Education shall be considered as a single department for an employee that transfers to the Board of Education from outside the Board of Education; and individual schools shall be considered as individual departments for an employee who transfers within the Board of Education.

4) An employee whose name appears on an Employment Register and declines two offers of appointment shall have their name removed from such Employment Register and shall not be eligible for appointment during the life of such Employment Register. In the event an employee's name is removed from the Employment Register such employee shall not be precluded from participating in future examinations for such position.

B. Should an existing position be reclassified by the Town, the Town shall follow the procedures as provided in Article 4, Paragraph B. If the position being reclassified is not vacant, the employee whose position is being reclassified shall be given first opportunity for the reclassification, provided the employee meets the minimum qualifications for the reclassified position, and, if the Town, in its sole discretion, decides that the reclassification mandates that an examination be given to the employee, the employee can pass the examination.

C. The Town may fill any vacancy, new position or reclassified position in the bargaining unit by a temporary full-time appointment. Such temporary full-time appointment shall not exceed a six- (6) month period as defined in Article 4 (A) (4). Whenever practical, the Town shall make such temporary full-time appointment by the temporary transfer of a current employee of the unit who is already filling a position in the same title in the same or another Town Department. In the event there is no such person available, then by the temporary promotion of a current employee of the bargaining unit who is qualified to perform the duties of the higher graded position on a temporary basis. This provision shall not apply to any employee who voluntarily participates in any temporary assignment pilot program mutually agreed to by the Association and the Town.

D. A full-time or part-time employee transferred pursuant to this Article shall complete a three- (3) month trial period. Any employee promoted pursuant to this Article shall complete a six- (6) month trial period. Employees transferred or promoted whose performance during the trial period is determined to be unsatisfactory shall be provided with the following options: i) if

the position from which the employee transferred or was promoted has not been filled by another employee, the transferred or promoted employee may return to their former position; or ii) if the position from which the employee transferred or was promoted has been filled or no longer exists the transferred or displaced employee shall be laid off and placed on the re-employment list described in Article 24(A) and be provided with priority placement for any position for which the employee is qualified in accordance with Article 24(B). A transferred or promoted employee who fails to satisfy their probationary period may be returned to their former position from the re-employment list if the employee moved into the former position fails to satisfy their probation causing the former position to become vacant. In the event an employee fails to satisfy their probation and/or is laid off pursuant to this section, the only grounds the employee or Union may have to grieve such action shall be a claim that the action is illegal, arbitrary or discriminatory. A full-time or part-time employee serving in a trial period is not eligible to request a transfer except as otherwise described herein.

E. Newly hired full-time or part-time employee shall serve a six- (6) month probationary period and shall have no right to grieve any discipline or discharge during such probationary period. The probationary period may be extended an additional three (3) months to nine (9) months at the written request of the department head provided the employee and the Association both agree in writing to such extension. A full-time or part-time employee serving in a probationary period is not eligible for transfer.

F. During the period of suspension of a full-time or part-time employee, or during the period a grievance is pending concerning separation from service, or demotion, the Town may fill the vacancy created only by a temporary appointment.

G. To meet the requirements of an emergency condition which threatens life, property, or the general welfare of the Town, the Town may employ such persons as may be needed for the limited term of the emergency without regard to the regulations as to appointments in this Article.

H. In the event job classification surveys are made by questionnaire, each full-time or part-time employee may review his/her own questionnaire and the official comments made by the department head and the member of the survey team.

I. The Town shall not reduce the hourly compensation rate of a full-time or part-time employee by a change in the title of the position or description of the job classification of the employee's position without a substantial bona fide change in the duties or responsibilities of the employee.

J. Except as provided for in Paragraphs A, B and C of this Article, no full-time or part-time employee may be transferred without one week's prior notice.

K. Whenever a full-time or part-time employee's status in the bargaining unit shall change as a result of a Town reorganization or position reclassification, Human Resources shall provide the President of the Association with written notice of the change ten (10) business days prior to the effective date of the change. For purposes of this provision a change in the employee's

“status in the bargaining unit” shall mean a change from full-time to part-time status, or removal of the employee from the bargaining unit as a result of the reclassification of the position into another bargaining unit.

L. An employee, prior to employment at Nathaniel Witherell, shall be required to submit to and be found qualified for employment by the Connecticut Department of Health pursuant to Connecticut General Statutes §19a-491c. An employee, prior to employment at the Board of Education, shall be required to submit to and be found qualified for employment pursuant to Connecticut General Statutes §10-221d and any and all other statutory hiring requirements.

5. Except as expressly modified in this Contract Extension Agreement, all other provisions of the 2023 - 2026 Collective Bargaining Agreement shall remain in full force and effect through June 30, 2028.

6. The Parties agree that this Contract Extension Agreement does not create or constitute a practice or precedent.

7. The signatures below indicate that this Contract Extension Agreement has been fully approved by the Parties and the undersigned have been duly authorized and empowered to bind their respective entities to the terms described herein.

SIGNATURE PAGES FOLLOW

IN WITNESS WHEREOF, the parties hereto have set their hands.

GREENWICH MUNICIPAL
EMPLOYEES ASSOCIATION

By: _____
Linda Marini
GMEA President

Date Signed

TOWN OF GREENWICH

By: _____
Michael Mason
Labor Relations

Date Signed