

Greenwich Municipal Employees Association

The GMEA has reached a tentative Collective Bargaining Agreement with the Town of Greenwich

To the Membership:

The negotiating process for a fair and equitable contract to follow that which expired on June 30, 2019, has been long and arduous. The membership should be aware that the Town originally attempted to impinge many more concessions on the Association than those that became part of this tentative agreement.

After being put on hold during the summer of 2019 when the Town's Director of Labor Negotiations resigned, the Negotiating Committee persevered with negotiations and reached a tentative agreement with the Town in December 2019. As we waited for the Town to provide us with the necessary final contract language, the process was once again brought to a halt with the onslaught of the COVID-19 pandemic in early March 2020.

This tentative agreement is a respectable product of compromise, and we are eager to present it to the membership for ratification.

Please review the contract changes described herein. Following your review, email any questions you may have to gmeaunion@gmail.com. The Negotiating Committee will compile all questions and answers into one document which will be posted to our website and emailed to the membership. Please pay close attention to the following timeline:

- Membership will review tentative agreement beginning Monday, 10/12.
- Submit your questions to gmeaunion@gmail.com before 6 pm Thursday, 10/15.
- The Negotiating Committee will post and email questions/answers by Monday, 10/19.
- Voting to ratify the contract will take place outdoors on Wednesday, 10/21. Instructions for voting will be posted and sent in a separate email.
- If this contract is approved by the membership on 10/21, it will be presented to the Representative Town Meeting (RTM) on October 26, 2020 for their approval.

Respectfully,

GMEA Negotiating Committee

COMPENSATION:

Article 5.B GWI:

effective retroactive to July 1, 2019:	1.75%
effective July 1, 2020:	0.00%
effective July 1, 2021:	2.00%
effective July 1, 2022:	2.15%

Article 8.A Overtime:

An employee will receive time and one-half compensation after working more than 37.5 hours per workweek. Prior contract permitted overtime for any time after a seven-hour workday or a 35-hour workweek.

Article 8.B Shift Differential:

Beginning July 1, 2021, the shift differential for second shift will increase from \$1.25 to \$1.50 and the shift differential for third shift will increase from \$1.75 to \$2.00 per hour.

Article 14 Insurance:

Article A(b) - Medical Premium contributions shall be as follows:

	<u>Town contribution</u>	<u>Employee contribution</u>
Effective July 1, 2019	90%	10%
Effective July 1, 2020	90%	10%
Effective July 1, 2021	87.5%	12.5%
Effective July 1, 2022	86%	14%

B: Dental Premiums will not change for the duration of the contract. The Town shall pay ninety (90%) percent of the cost of the premium with the employee paying ten (10%) percent.

17.C Retirement Plan Contribution:

Beginning January 2021, the maximum matched employee contribution to the Town deferred compensation account (401-k, 457 or 403-b) shall increase from two thousand three hundred (\$2,300) dollars to two thousand five hundred (\$2,500) dollars.

Article 28.E Direct Deposit:

All employee reimbursement from the Town (i.e.: transportation, automobile, tuition, conferences, etc.) shall now be made by direct deposit.

Appendix F, Dispatchers, J. Communications Training Officers:

Communications Training Officers are to be paid a training stipend of one and one-half (1.5) the dispatcher's hourly rate for training duties. Communications Training Officer's shall also be paid an annual \$500 stipend payable with the December holiday payroll so long as they have a current and valid certification on file with the Department.

MEMBERS RIGHTS & BENEFITS:

Article 5.C Step Placement:

1. Advancement to the next step requires an employee to receive a satisfactory or better annual performance review for the review period immediately preceding the effective date of the step. (same as prior contract – but clarified) Failure of a department head to evaluate an employee shall permit the employee to advance to the next step.

2. Employees serving their probationary period shall become eligible for step increases beginning on July 1 next following the completion of their probationary period. In previous contract, the employee had to work 12 months after probationary period then wait till the following July 1 to receive the step increase.

Article 9 Temporary Assignments:

Out of class pay is available when the employee is directed, in writing, by their department head, to perform the duties of the higher classification.

Article 11.C.2 Sick Leave:

Accrued sick leave can be used when caring for a member of an employee's Immediate Family. "Immediate Family" definition is clarified as i) the employee's spouse, child, stepchild, parent, stepparent, grandparent, brother, sister, grandchild, and parent-in-law; or ii) any other relation domiciled with the employee as a member of the employee's family; or iii) anyone who is listed as a dependent on the employee's most recent income tax return.

Article 14 Insurance:

A(a): The only option for medical coverage in the new contract is the Connecticut State Partnership Plan.

Article 22.A Health Appointments:

Time off for annual preventative medical checkups is limited to 2.5 hours.

Article 24.A(2) Transfers:

To be eligible for transfers an employee cannot have received a formal written notice of discipline within 12 months preceding the transfer application and must have received a satisfactory or better annual performance review immediately preceding the transfer. If a Department Head fails to provide an evaluation for an employee, the employee is deemed eligible to transfer.

Article 27.D Layoff and Reemployment:

To assist the growing number of members in standalone titles a new reemployment standard has been added. Members that are laid off from standalone titles who held prior titles may seek reemployment in their prior title as well as the standalone title that they vacated. Such members may also test and receive priority consideration based on seniority if qualified for other posted positions.

ADMINISTRATIVE PROVISIONS:

Article 4.B New Positions:

GMEA and the Town can agree when disputes arise over new positions to proceed with arbitration before the American Arbitration Association as an alternative to the Connecticut State Board of Labor Relations or the Connecticut State Board of Mediation and Arbitration.

Article 17.A.11 Retirement COLA:

Changes to the Consumer Price Index for Urban Wage Earners and Clerical Workers for the New York Newark-Jersey City, NY-NJ- PA (CWURS12ASAO).

Article 23 Grievance Procedure:

With the loss of the Town's Director of Labor Relations position the First Selectman's Office and the Department of Human Resources will take a more direct role in resolution of grievances. The grievance process has also been accelerated with tighter timelines to streamline resolution of controversies and provide a quicker remedy for members.

Article 25 Association Dues:

Service Fees are no longer an alternative option to Union Dues.

Article 28.E Food Service:

The Town has indicated its future intent to open negotiations relating to outsourced food services. This is not an agreement to accept outsourcing. It is simply an acknowledgment that the Town is considering the concept. The Town and GMEA have had several meetings regarding this matter, which has not progressed over many months. Any proposal advanced by the Town would be subject to full negotiations by GMEA.

Appendix F Dispatchers, D Use of Non-Dispatch Employees in an Emergency:

Silver Shield Association employees, in the event of emergencies, may only cover for trained dispatch personnel until trained dispatch personnel become available to assume their regular duties. Non-bargaining unit employees cannot be used to avoid payment of overtime.

The terms of this Collective Bargaining Agreement shall be for a 4-year period commencing retroactively on July 1, 2019 and terminating on June 30, 2023.