

GMEA 2016-2019 Contract Changes

This Contract, like all prior collective bargaining agreements is a product of compromise. The Town has requested modifications to some rights granted to GMEA members (transfers, medical appointments), and we, in exchange have received our own enhancements including a new sick leave benefit that provides for accrual of vacation leave, use of sick leave for maternity and paternity leave, and many other improvements negotiated by the committee that will be briefly outlined in this summary. If you would like more information about the Contract prior to the vote, please contact any member of the Board or the negotiating committee.

References are to Article #'s in the Contract:

5.B: In addition to step increases members will receive a retroactive general wage increase of 2.25% effective July 8, 2016, and subsequent 2.25% increases effective July 1, 2017 and July 1, 2018.

5.F: The option for 10 and 11 month employees to extend their payroll over 22 or 26 weeks has been eliminated. This option can be voluntarily implemented through the credit union. The Town is concerned about technical violations of labor law relating to retention of wages after they are due and payable to employees.

5.F: This is a new provision allowing the Town to implement a 5-day payroll lag during the course of the Contract. The purpose of implementing the lag will be to provide payroll with flexibility to address deviations in standard payroll, utilizing the lag time to avoid mistakes or other problems that may arise when payroll is implemented without time for administrative review.

8.A: Comp time may now be utilized over 180 calendar days, extended from the previous time limit of 120 calendar days.

8.B: Effective July 1, 2017 shift differentials will increase from \$1.00 to \$1.25 for second shift, and from \$1.50 to \$1.75 for third shift.

8.E: Employees who are called out to work overtime will be initially guaranteed a minimum of three hours compensation at time and one-half. Subsequent callouts on the same calendar day following the initial guarantee of three hours shall be paid on the basis of actual time worked at the overtime rate, without a guaranteed minimum.

11.A: Clarifying language has been added to Article 11.A regarding the accrual of sick leave credit.

11.C: Sick leave may now be utilized in increments as small as ¼ hour.

11.C.3: Up to 10 days of sick leave may be applied to FMLA approved leave associated with a parent's care for a newborn or adopted child.

11.G: Employees who currently have accrued over 180 days of sick leave, or who have accrued 180 days or more of sick time by June 30, 2017 may continue to utilize the current sick leave incentive program that converts unused sick time to vacation leave on a 4 to 1 ratio.

11.H: Full-time or part-time employees with fewer than 180 days of sick leave accrued, or those 180 day employees who utilize sick leave and ultimately have less than 180 days, can now convert sick leave to vacation leave pursuant to a new benefit. Vacation leave is accrued in any quarter where an employee does not utilize sick leave.

11.I: Employees who exhaust the newly limited Medical Appointment benefit may apply to their department head to attend Medical Appointments by applying sick leave in increments of ¼ hour.

12.D: Restrictive language relating to the scheduling of vacation leave has been eliminated from the Contract.

14: GMEA will be applying for the State Partnership Plan offering enhanced medical benefits to members at a reduced cost.

15: Full-time employees who have difficulty obtaining approval for protective footwear from their department head can submit the request to the Town's safety officer as an alternative.

17.C: The Town's retirement match, currently at \$2100, shall be increased to \$2200 effective January 2018, and further increased to \$2300 in January 2019.

20.B.3: In addition to the existing reimbursement programs for certification and degrees necessary to maintain employment or a prerequisite qualification, the Town will now provide full-time permanent employees with an annual credit of up to \$2000 to pursue education with the intent of advancement to a higher Salary Grade.

22.A: Time off during the workday for Medical Appointments is no longer available on a limitless basis. Employees can apply for up to 6 hours annually to attend Medical Appointments. Employees shall also have the ability to take reasonable time off without loss of pay to attend the annual preventative medical checkup mandated by our health insurer.

22.B: Biennial reimbursement for prescription eyeglasses shall be increased to \$400 effective July 1, 2017.

23: The Step 2 portion of the grievance process has been modified to provide additional flexibility on the issuance of written decisions relating to Step 1 of the process.

24.A: Employees who receive a formal written discipline are no longer barred from the transfer process for 2 years.

24.A.2: Employees must be qualified to transfer by demonstrating that they have the technical and/or interpersonal skills necessary to perform the duties of the position in the department to which they wish to transfer.

24.A.3: If an employee transfers into a department, but the transfer is unsuccessful and the employee returns to their former position, the employee is thereafter prohibited from reapplying for transfer to that department for 24 months. Within the Board of Education individual schools are considered departments.

24.L: Technical requirements mandated by new Connecticut statutes are incorporated into the Contract for nursing home and Board of Education employees.

32.B: The Collective Bargaining Agreement is effective for 3 years retroactive to July 1, 2016.

Appendix C: Please review this appendix for modifications to Salary Groups.

Appendix D: Please review the new wage schedule.

Appendix E: Please review the new wage schedule for Food Service Employees.