

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY-CLIENT CORRESPONDENCE
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MEMORANDUM

TO: Town Board, Town of Bedford

FROM: Stephanie M. Roebuck

RE: Blue Collar Negotiations

DATE: June 11, 2018

I am requesting that the Town Board ratify the signed Memorandum of Agreement (“MOA”) between the Town of Bedford has reached an agreement with the Teamsters 456 Blue Collar Unit (the “Teamsters”). As you can see from this memorandum, the MOA has terms that meet the parameters set by the Town Board.. I ask that you review this memorandum in conjunction with the financial data prepared by Abe Zambrano prior to the ratification vote. For your information, the Teamsters have ratified this MOA on June 6, 2018.

Duration

The parties agreed to a three year deal, which will run from January 1, 2018 through December 1, 2020.

Wage increase

For the 2018 year, we agreed to a 2% increase; for the 2019 year, we agreed to a 2% increase; and for the 2020 year, we agreed to a 2.25% increase.

Health Insurance

The Teamsters agreed to make changes relating to health insurance contributions. For employees hired on or before September 1, 2014, who are currently paying 2% of their salary towards health care contributions, the Teamsters agreed that, effective January 1, 2020, these employees will contribute \$2,100 (last year of contract). For employees hired between September 1, 2014 and April 30, 2018, the employees will

pay 15% of the premium cost (assuming they are making over \$60,000). For any employee hired on or after May 1, 2018, these employees will contribute 18% of the premium cost. The Teamsters also agreed for these employees (the employees paying 18%), the contribution in retirement, should they serve fifteen years or more with the Town, will be 18%.

Welfare Fund

The Town agreed to increase the Welfare Fund contribution by \$50 per year per employee.

Sick Leave Rules and Accumulation

The parties agreed to raise the maximum number of days an employee can accumulate towards sick leave to 300 days from 250 days. Further, the parties agreed to work rules regarding leave, which provides for a doctor's note after four consecutive sick days off. In instances where the employee has demonstrated a pattern of using all his sick leave during the year, the Town can require a doctor's note after each sick leave day.

Sick Leave Termination Pay

In terms of Termination Pay, the parties agreed that any employee who had the maximum number of sick days (250 days) accrued at the date of ratification, shall receive sick days they accrued but "lost" due to the cap of 250 days, up to the new cap of 300 days. The Comptroller's Office has a record of these days, so this will not be logistically a problem. These employees will also be eligible for 260 days at 80% of their salary, rather than the current contractual limit of 250 days. This would apply to only six employees and no further employee shall be eligible.

Compensatory Time

The Town agreed to increase the number of hours employees can accumulate towards compensatory time from 80 hours to 120 hours.

Weather Emergency Rules

The Teamsters agreed to a provision regarding weather emergency staffing to provide management with stronger tools to address employees who fail to report to work on weather emergency days.

Classification of Titles on Salary Schedules

The parties agreed to provisions relating to staffing, job titles and placement of the titles on the appropriate salary schedule. Specifically, the parties agreed to define which title an employee should be paid under when utilizing certain equipment, moved the Water Maintenance Worker, a title that has been underpaid, to a salary

schedule that will provide a higher rate of pay, and added language for when the Town will use Motor Equipment Operator II titles rather than Heavy Motor Equipment Operator titles. The parties also agreed to create a new salary scale for the Heavy Motor Equipment Operator. All of these changes were made in consultation with Kevin Winn and is anticipated to have minimal cost impact upon the Town.

I would be happy to answer any questions the Board may have regarding this agreement.

cc: Joan Gallagher
Abe Zambrano