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Welfare Tentative Agreement
Cost Summary
(Savings) / Costs

	2013	2014	2015	Total
Health Insurance				-
Plan Design	(12,482)	-	-	$ (12,482)
Employee Contribution	(7,813)	(2,839)	-	$ (10,652)
	$ (20,295)	$ (2,839)	$ -	$ (23,134)
New Hire Plan	$ -	$ -	$ -	$ -
Opt - Out Payment				
Cost				$ -
Savings				$ -
Retirement Incentive				
Cost				$
Savings - Salary				$
COLA at 1%		5,312	5,529	$ 10,841
Vacation				$
Pension / Social Security / Medicare (26.7%)		1,418	1,476	$ 2,894
	$ -	$ 6,730.00	$ 7,005.00	$ 13,735
	$ (20,295)	$ 3,891	$ 7,005	$ (9,399)

Date: 6/05/12
On motion of Ald. O'Neil
Seconded by Ald. Shea
Voted to ratify and confirm agreement.
City Clerk

Note: There are nine employees in this baragaining unit.

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TEAMSTERS UNION LOCAL NO. 633 OF NEW HAMPSHIRE (WELFARE)

Unless otherwise provided below all changes to the current agreement shall take effect on July 1, 2012

I. Sick Leave Accrual and Payment

Replace the existing Article 10.6 with the following Article 10.6

10.6 Sick Leave Incentive

Effective July 1, 2012 or the date of ratification, whichever comes later, bargaining unit members who used forty-eight (48) hours of sick leave or less in the preceding calendar year will qualify for three (3) personal leave days to be scheduled by the Welfare Commissioner. Personal leave days must be used during the calendar year to which they are credited and shall not accumulate or be carried over to the following year.

A bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of one (1) days in any one calendar year. At twenty (20) years of service a bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of three (3) days in any one calendar year.

Add a new Article 10.8 as follows:

10.8 Changing Vacation to Sick Leave

Bargaining unit members who are on paid vacation who are hospitalized for injury or illness may, at their option and provided they have sick leave credits accrued, have their vacation time changed to paid sick leave for the period of time they are actually hospitalized.

II. Salaries

Amend Article 14.1 by adding the following to the end of Article 14.1.

Effective July 1, 2013, the Salary Schedules shall be increased by one percent (1%).

Effective July 1, 2014, the Salary Schedules shall be increased by one percent (1%).

III. Health Insurance

Replace the existing Article 16.1 with the following Article 16.1

16.1 Effective July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will

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pay eighty-seven and one-half percent (87.5%) of the single, two-person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium. Effective July 1, 2013, the City will pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.
The following co-pays will apply to both the BlueChoiceNew England POS Plan and the Access Blue New England Plan:

- Option I (PCP) office visit co-pay - $20.00
- Option II (direct referral to specialist) office visit $20.00
- Chiropractic Visit $20.00
- Emergency room visit - $150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility $100/$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) $10/$30/$50 (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) $20/$60/$100 (Generic, Preferred, Premium)

Bargaining unit members hired on or after March 1. 2012, who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoiceNew England POS Plan and the Access Blue New England Plan will have increased co-pays $250/$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

Add a new Article 16.3 as follows:

16.3 The City may offer a high deductable health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of $1,500.00 for an individual and $3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductable benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2012 for Bargaining unit members availing themselves of this option the City shall pay 87.5% of the premium. Effective July 1, 2013 the City shall Pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.

Replace the existing Article 16.5 with the following Article 16.5

16.5 To a bargaining unit member who elects not to receive coverage under any City or School District health insurance plan the City shall pay $4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of $2,000.00. The first payment, in arrears, will be made in January/February and the second

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payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next $2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

IV. Vacation

Replace the existing Article 17.1 d. with the following 17.1 d.

d. Accrual rate of (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Replace the existing Article 17.3 with the following Article 17.3

17.3 Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination permanent employees shall be paid for all unused vacation time, to a maximum of four hundred (400) hours, based upon their then current rate of pay.

V. Layoffs

Replace the existing Article 22.1 with the following Article 22.1

22.1 In the event of a layoff, the Manchester Welfare Commissioner reserves the sole right to determine which classification(s) shall be affected. Employees shall be laid off in the inverse order of their classification seniority, i.e., the employee with the least time in the affected classification shall be laid off first.

No employee shall have the right to replace another employee in any classification by virtue of Department Seniority alone, except that, in the event of a permanent lack of work in any classification, employees affected in that classification shall be assigned to the next lower classification for which they are qualified provided they have more Department Seniority than an incumbent in the lower classification.

In the event an employee in a higher classification replaces an employee in a lower classification and pay grade as a result of a layoff, then such employee shall retain his/her same rate of pay for 52 weeks from the reduction in classification and pay grade. After 52 weeks the employee shall be reduced to the same step in the lower classification and pay grade as was held before the reduction to the lower classification.

Displaced employees in the lower classification shall have the same rights of reassignment.

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VI. Duration

Replace the existing Article Twenty-Six with the following article twenty-six:

ARTICLE TWENTY-SIX
Duration

Upon ratification by the respective parties, this Agreement shall be in effect, with effective dates for specific provisions as stated in the various Articles, through June 30, 2014, at which time it shall automatically expire.

Pursuant to RSA 273-A:3, II (a), if either party desires to bargain a successor agreement, it must give written notice to the other party no later than December 1, 2013 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.

VII. Severance

A new Article 27 as follows:

ARTICLE TWENTY-SEVEN
Severance Benefit

In recognition of prior service to the City any bargaining unit member who is eligible to retire from the Manchester Employees Contributory Retirement System and who does retire on or after March 1, 2012 and prior to June 30, 2015 shall have earned a severance benefit of $13,000.00. The City may withhold from this benefit such amounts as are necessary to pay the employer and the employee contributions to the Manchester Employees Contributory Retirement System.

VIII. Me Too Clause

A new Article 28 as follows:

ARTICLE TWENTY-EIGHT
Health Benefits and Salary increases

1. Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in Article 16.1 and Article 16.5 of this agreement which are more favorable that the health care benefits contained in Article 16.1 and Article 16.5 the Teamsters Union Local No. 633 of N.H.

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(Welfare) shall be entitled to receive the more favorable benefits.

2. Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate wage rate increases for the years set forth in Article 14.1 of this agreement which are more favorable than the Salary Schedule increases contained in Article 14.1 of this agreement, Teamsters Union Local No. 633 of N.H. (Welfare) shall be entitled to receive the more favorable Salary Schedule increases for those years.

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