Matthew Normand
City Clerk

Heather Freeman
Assistant City Clerk

JoAnn Ferruolo
Assistant City Clerk

CITY OF MANCHESTER
Office of the City Clerk

MEMORANDUM

To: Thomas Clark
City Solicitor

From: Matthew Normand
City Clerk

Date: March 7, 2012

Re: Airport Union Agreement

Please be advised that at a meeting of the Board of Mayor and Aldermen held on March 6, 2012, it was voted to ratify and confirm the agreement between the Airport Union and the City, as presented on February 21, 2012.

Enclosure

pc: William Sanders, Finance Officer
Jane Gile, Human Resources Director
Mark Brewer, Airport Director

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Date: 3/06/12
On motion of Ald. O'Neil
Seconded by Ald. Shaw
Voted to ratify and confirm the agreement as presented on February 21, 2012.

City Clerk

ADDENDUM TO AIRPORT TA

Bereavement

Replace current Article XXVI with the following new Article XXVI

Bereavement Leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to a permanent full-time employee who works at least half-time in the event of the death of his/her:

Spouse	Sister
Father	Brother
Mother	Child
Father-in-Law	Mother-in-Law
Daughter-in-Law	Son-in-Law

Maternal or Paternal Grandparents
(excluding step-grandparents)

or a blood relative or ward residing in the same household.

Permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall be eligible for bereavement leave on the same basis as permanent full-time employees.

Under extenuating circumstances, two (2) additional days with pay may be granted under Section 1, with the written approval of the Aviation Director or his/her designee; such days to be charged to the employee's accrued sick leave.

At the request of the employee, a Special Leave of one (1) working day with pay, for the purpose of attending the

funeral, shall be granted an employee in the event of the death of his/her:

Sister-in-Law	Brother-in-Law
Aunt	Great Grandparents
Uncle	Grandchild

Ex-spouse (provided there are minor children at the time of the death.) (of employee only)

Under no circumstances shall bereavement leave be paid on an overtime basis.

Airport

Unless otherwise specified the provisions of this agreement shall become effective July 1, 2012.

1.Health care:

Replace the current Article XX and the Memorandum of Agreement dated June 30, 2010 regarding HSA's with the following new Article XX

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 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:

- Office Visit - $20.00
- Specialist Visit - $20.00
- Chiropractic - $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)

2. Bargaining unit members hired on or after ratification 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*

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care, outpatient surgery, skilled nursing and rehab facilities.

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.

4. It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in overall benefits.

5. To a bargaining unit member who elects not to receive coverage under any City 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 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.

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2. Vacations

Replace Article XXIX - Vacations with the following Article XXIX - Vacations

All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

a. Accrual rate for two (2) calendar weeks begins on date of hire.

b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.

c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.

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

Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Personnel Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

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 fifty (50) days**, based upon their then current rate of pay.

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Maximum vacation accrual. No employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation time, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time; employees who earn twenty five (25) days of vacation per year shall have no more than fifty (50) days earned vacation to his/her credit at any time. [redacted]

Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Airport Director or his/her designee, be charged against earned vacation leave allowance.

Vacation schedules shall be posted by Management in January of each year and vacation selections shall be completed by March 1st of each year.

Upon completion of the vacation schedule, the list will be reviewed by the Airport Director and the Union Steward for approval.

The right to take vacation shall not be unreasonably withheld, however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees shall be allowed to select one (1) week of paid vacation in not less than single day increments. Those employees wishing to designate one (1) week vacation as described above shall indicate that desire annually in January. Notice of a desire to take a single day of vacation shall be given not less than five (5) working days in advance of the date to be taken off. Not more than one (1) single day shall be utilized in any workweek. Management shall not unreasonably withhold the request for single days of vacation and the denial of such requests

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RJ

shall be based solely on the operational needs of the department.

3. Duration

Amend Article XXXX - DURATION AND TERMINATION by replacing June 30, 2013 with June 30, 2015 and by replacing December 1, 2012 with December 1, 2014.

Amend Article XI - WAGE RATES by adding the following paragraphs

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

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

4. Shift Differential

Amend Article XII - SHIFT DIFFERENTIAL by replacing eight percent (8.0%) with ten percent (10.0%)

5. Me Too Clause

Add a new Article XXXXI as follows:

ARTICLE XXXXI

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 XX paragraph 1 and Article XX paragraph 5 of this agreement which are more favorable that the health care benefits contained in Article XX paragraph 1 and Article XX paragraph 5 the Teamsters Union Local No. 633 of N.H. (Airport Authority) 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 XI paragraphs 3.1 and 3.2 of this agreement which are more favorable than the Salary Schedule increases contained in Article XI paragraphs 3.1 and 3.2 of this agreement, Teamsters Union Local No. 633 of N.H. (Airport Authority) shall be entitled to receive the more favorable Salary Schedule increases for those years.

6. Severance Benefit

A new Article XXXXII as follows:

Article XXXXII

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.

Theodore Gatsas

Robert J Baughman Jr

Airport Tentative Agreement
Cost Summary
(Savings) / Costs

	2013	2014	2015	Total
Health Insurance				-
Plan Design	(70,982)	-	-	$ (70,982)
Employee Contribution	(41,892)	(16,221)	-	$ (58,113)
	$ (112,874)	$ (16,221)	$ -	$ (129,095)
Opt - Out Payment				
Cost (1)	4,000	-	-	$ 4,000
Savings	(15,000)	-	-	$ (15,000)
Retirement Incentive				
Cost			-	$ -
Savings - Salary			-	$ -
COLA at 1%	-	17,146	17,677	$ 34,823
Shift Differential	$ 21,500			$ 21,500
Vacation				$ -
Pension / Social Security / Medicare (26.3%) *	5,654	4,509	4,649	$ 14,812
	16,154	21,655	22,326	$ 60,135
	$ (96,720)	$ 5,434	$ 22,326	$ (68,960)

* Pension / Social Security / Medicare calculated on COLA and salary savings. Social Security / Medicare only on opt-out payment and retirement incentives.

1/30/2012