

ADDENDUM AGREEMENT

This Addendum Agreement is entered into this 28th day of January, 2014 by and between the **Saybrook Township Board of Trustees** ("Employer") and the **Communications Workers of America, AFL-CIO, Local 4340** ("Union").

WHEREAS, the Employer and Union are parties to a collective bargaining agreement which is effective from February 1, 2012 through January 31, 2015 ("CBA"); and

WHEREAS, the CBA provided that the parties would have a re-opener for wages and health insurance covering the last year of the CBA; and

WHEREAS, the Employer and Union have entered into certain agreements, which are more specifically set forth herein, as a result of their wage re-opener negotiations; and

WHEREAS, the parties have agreed to memorialize their entire agreement with regard to the aforementioned re-opener negotiations.

NOW, THEREFORE, IT IS HEREBY AGREED, as follows:

1. Employer and Union agree to the following changes to **ARTICLE 22 WAGES**;

22.1 The Employer agrees to pay the following hourly rates of pay for bargaining union members covered by this Agreement, which increases will take effect during the pay period beginning January 23, 2014 and payable as part of the payroll period ending February 6, 2014:

Road Department Workers

<u>Years of Service</u>	<u>Effective 2/1/14</u>
Probationary	\$16.00
6 months	21.30
5 years	21.44
10 years	21.56
15 years	21.66
20 years	21.76
25 years	21.86
30 years	21.98

Township Secretary Full Time

Probationary	14.16
6 months	15.78
5 years	15.90
10 years	16.04
15 years	16.14
20 years	16.32
25 years	16.42
30 years	16.52

Township Secretary Part Time

Probationary	10.94
6 months	13.64
5 years	13.76
10 years	13.92
15 years	14.02
20 years	14.16
25 years	14.24
30 years	14.36

New employees shall be placed at the probationary rate established for the classification for which they are hired. Upon completion of such probationary period, they shall move to the 6 month step of the wage scale, and thereafter to each succeeding step for the applicable anniversary of their hire date.

22.2 Should a Township Secretary be required to perform, in addition to her own duties, normal non-disciplinary duties of the Office Manager, who is unable to perform her duties due to an extended illness or other employer approved absence in excess of eighty (80) consecutive work hours, a supplement of one dollar (\$1.00) per hour shall be added to her base wage during her regularly scheduled hours.

22.3 The employer will grant a yearly clothing allowance in the amount of Four Hundred Fifty Dollars (\$450.00) for 2014 to each Employee in the Road Department, excluding probationary Employees, for use in purchasing necessary clothing and/or steel toed boots for work. The amount will be paid in accordance with the practice for Employee reimbursement. Said allowance will be calculated from January 1st through December 31st of each year.

Regular Full-time Office employees, excluding probationary Employees, shall be provided three (3) "uniform shirts" for each year of the contract. Regular Part-time employees shall be provided three (3) "uniform shirts" for each year of the contract.

Any employees that conclude their probationary period achieving regular status after January 1st shall receive a pro-rated portion of said allowance, or provided clothing, calculated by a per-month rate.

22.4 The Employer will reimburse Employees for the cost of Commercial Driver's License. The Employee will be responsible for purchasing the CDL on the Employee's own time, and will provide proof of purchase to obtain reimbursement.

2. Employer and Union agree to the following changes to **ARTICLE 24**
INSURANCE COVERAGE;

24.1 Effective February 1, 2014 through the end of the current contract on January 31, 2015, the Township agrees to pay the entire cost of the premiums for hospitalization/medical coverage, as more specifically defined in the Schedule of Benefits, identified on Attachment 1, which is attached hereto and incorporated by reference.

24.2 All employees and their family members who are insured under the hospitalization and prescription coverages of the HRA Plan shall be eligible to be reimbursed for their network deductible and co-insurance medical expenses, as hereinafter provided, under the Employer's HRA Plan. The HRA Plan will include the following benefits:

- a. The HRA Plan will run on a calendar year basis for the term of this Agreement.
- b. For each calendar year, eligible employees and their insured family members shall receive reimbursement for their network deductible and co-insurance medical expenses incurred during the calendar year, in accordance with the provisions of the MMO PPACA Bronze 5000 Plan. Employees taking single coverage shall be entitled to a \$5,000.00 Base HRA which shall be fully funded by the Employer. Additionally, employees taking single coverage shall be eligible for reimbursement in the amount of up to \$1,350.00 for the Wellness HRA. The exact amount of the employee's reimbursement under the Wellness HRA shall be determined by the employee's successful completion of the components of the Wellness Program as established under the Public Employee Benefits Association, PEBA Wellness Plan. Employees taking family coverage shall be entitled to a \$10,000.00 Base HRA which shall be fully funded by the Employer. Additionally, employees taking family coverage shall be eligible for reimbursement in the amount of up to \$2,700.00 for the Wellness HRA. The exact amount of the employee's reimbursement under the Wellness HRA shall be determined by the employee's successful completion of the components of the Wellness Program as established under the Public Employee Benefits Association, PEBA Wellness Plan.
- c. The Employer will pay an administrative fee of \$5.00 per employee per month for the debit card administrative fee and \$5.00 per employee per month for the Wellness Program administrative fee.
- d. An eligible employee may be required to present documentation of his/her network deductible and co-insurance expenses incurred by the employee or their eligible family member. All employees eligible to receive reimbursements under the HRA Plan agree to comply with all reasonable rules and regulations established by the insurer for the administration of the HRA Plan.

24.3 The Township also agrees to pay the premiums for single vision coverage for Employees, as more specifically described on page 3 of Attachment 1. The vision coverage will include a \$20.00 co-payment. Employees will have the option of paying the difference in premium costs between single and family coverage in the event they elect to receive family vision coverage. The Township and Union hereby acknowledge and agree that the HRA Plan described herein does not apply to the terms and conditions of the vision coverage. Accordingly, there will be no reimbursement for co-payments made by an Employee or family members who receive benefits under the vision insurance coverage.

24.4 That should the insurance carrier or the Ohio Township Association inform the Employer of any changes to the Schedule of Benefits, the parties agree to reopen their negotiations to address any such changes in the hospitalization/medical insurance coverage.

24.5 The Employer agrees to inform the Union, in writing, of any change in insurance carrier at least thirty (30) days prior to the effective date for the change of insurance carriers.

24.6 That the Employer shall continue to have the exclusive right to select the vendor(s) to provide the Schedule of Benefits to bargaining unit members and to change vendor(s) at will. The Employer hereby agrees that any new plan will have a Schedule of Benefits comparable to the Schedule of Benefits which are being provided in the Renewal Plan.

24.7 Each Employee shall be entitled to receive group life insurance coverage in the amount of Fifteen Thousand Dollars (\$15,000.00) with the entire cost of the premiums to be paid by the Employer. The Employer shall have the exclusive right to select the vendors to provide the amount of life insurance coverage afforded herein.

24.8 The Union and Trustees agree to continue to participate in the Insurance Committee. The Insurance Committee shall consist of one bargaining unit employee and an alternate from the Union, one bargaining unit employee and an alternate from the International Association of Fire Fighters (IAFF), and the Township's Fiscal Officer and one Township Trustee. The Insurance Committee will explore alternatives for health care coverages and cost savings and will make recommendations for changes for the Townships insurance plan on or before Thirty (30) days prior to the onset of the new plan year (February 1, 2015). The Township and Union agree to meet to review the recommendations from the Insurance Committee no later than January 15, 2015.

3. The Employer and the Union hereby acknowledge and agree that the aforementioned terms and conditions set forth above constitute their entire agreement relative to the re-opener of negotiations identified above.
4. The parties further acknowledge and agree that all of the remaining terms and conditions of the CBA, which are not specifically modified herein, are intended to remain in full force and effect for the duration of the CBA through January 31, 2015.

Signature page to Follow

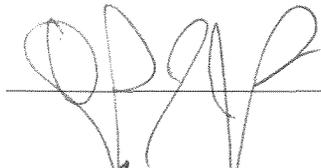
IN WITNESS WHEREOF, each of the parties hereto has caused this Addendum Agreement to be duly executed on this 28th day of January, 2014.

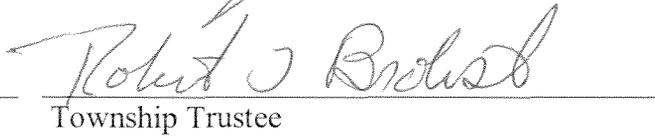
**COMMUNICATIONS WORKERS
OF AMERICA AFL-CIO LOCAL 4340**

**BOARD OF TOWNSHIP TRUSTEES
OF SAYBROOK TOWNSHIP**

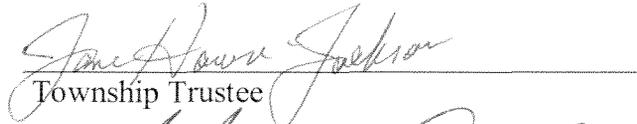



Township Trustee

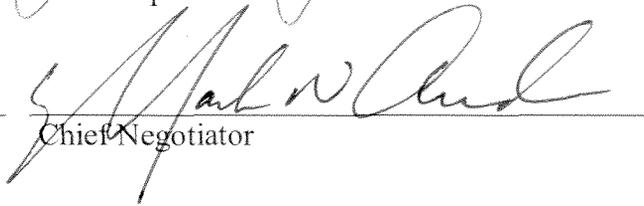



Township Trustee




Township Trustee




Chief Negotiator

Approved as to legal form only:



Nicholas A. Iarocci
Ashtabula County Prosecutor

3-3-14
Date