**SCLIWC and UAW Local 2300 Contract**

**Tentative Agreements**

Changes in contract due to modifications or MOU:

* All references in contract to Instrument and Controls Mechanic/ Operator (ICMO) will be changed due to a title change to Electrical / Mechanic Technician (EMT)
* Senior Water Maintenance Specialist position will be added per MOU to Salary Schedule
* He/She & His/Her changed to They & Their
1. **WAGES**

Classification System and Wage Scale revised for effective 1/1/2021 –See Appendix 1.

Established wages for the job classification system covered under this contract will receive a minimum of two and a half percent (2.5%) increase in wages for the first year of the contract, a minimum of two and a half percent (2.5%) increase in the second year of the contract, and a minimum of two and three quarters percent (2.75%) increase in the third year of the contract.

* Changes to Classification structure to separate class 5 into 5A and 5B and class 3 into 3A and 3B and adjustments to wage scale for classes 5B, 5A, 4 and 3B as follows.

Class 5B receives a $.50 increase to Job Rate after cost of living adjustment for year 1 and year 2 of the contract and no adjustment for year 3 of the contract

Class 5A receives a $.20 increase to Job Rate after cost of living adjustment for year 1 and year 2 of the contract and no adjustment for year 3 of the contract

Class 4 receives a $.20 increase to Job Rate after cost of living adjustment for year 1 and year 2 of the contract and no adjustment for year 3 of the contract

Class 3B receives a $.20 increase to Job Rate after cost of living adjustment for year 1 and year 2 of the contract and no adjustment for year 3 of the contract

New Hires:

* New employees are hired at the Hiring Rate and progress by steps to Job Rate over three (3) years.
* Step movements will occur on January 1st of each year.
* New hires shall reach Job Rate on January 1st of their third anniversary year.
* Any employee currently in between Hiring Rate and Job Rate will move to the next step for that position on January 1, 2021.

Section 17.02 Licenses:

As an encouragement for employees to expand their knowledge and skills, Bolton Point will add an additional amount to the employee’s base wage for having specific licenses. The additional amount is added to the base rate each pay and is non-accumulative. However, it would be included in shift differential pay and overtime pay.

IA-SW/GUI Filtration Plant license $1.00 per hour

Code Enforcement Certification $0.50 per hour

Cross Connection/ Backflow Certification $0.25 per hour

# HOLIDAYS

New Year's Day - January 1st

Martin Luther King JR’s Birthday - Third Monday in January

President's Day - Third Monday in February

Memorial Day - Last Monday in May

Juneteenth June 19th

Independence Day - July 4th

Labor Day - First Monday in September

Columbus/Indigenous Peoples Day - Second Monday in October

Veterans' Day - November 11th

Thanksgiving Day - Fourth Thursday in November

Day after Thanksgiving- Day after Thanksgiving

Christmas Day - December 25th

Floating Holiday- new date specified each year

SECTION 19.03 VACATION BUY BACK

Employees may sell back up to 80 hours of accumulated vacation time annually, provided that at least one week of vacation time in the preceding twelve months has been used.

# OTHER LEAVE TIME

* 1. SICK TIME

The maximum sick time allowed is ~~165~~ **175 days** (or 1400 hours based on a 40-hour workweek.) At retirement a maximum of **120 days**, (or 960 hours based on 40-hour workweek) can be used toward retiree health insurance. A maximum of 165 days of accumulated sick time can be used to increase service credit through the NYS & Local Retirement System 41J program. At no time will an employee or retiree receive cash payment for unused sick time.

* 1. PERSONAL TIME

Employees working at least 20 hours per week are eligible for paid personal time, effective date of hire. Four (4) personal days per year are granted on the first of January, and new hires will be prorated based on date of hire. This time is non-accumulative, therefore; personal time balance at the end of the year will be converted to the sick time accrual bank. Converting personal time to sick time will not increase the maximum sick time accrual above 1400 hours.

* 1. BEREAVEMENT LEAVE

Employees are given a bereavement leave in the event of a death based on the following:

**5 days:** Employee’s: Spouse/Partner, Parents, and children

**3 days:** Employee’s: Grandparents, Siblings, and grandchildren,

 Employee’s Spouse/Partner’s: Parents, siblings, children, and grandchildren

**1 day:** Employee’s: Aunts, Uncles, Cousins, Nieces, and Nephews

 Employee’s Spouse/Partner’s: Grandparents, Aunts, Uncles, Cousins, Nieces, and Nephews

* 1. Health Insurance COST SHARE**:**

All eligible employees shall contribute an established contribution of the health insurance monthly premium for the type of health insurance (individual or family coverage) that the employee has elected. All employee contributions to the monthly premium through payroll deduction will be made with pre-tax dollars unless the employee chooses otherwise.

Current PPO Health Insurance Plan (not available to employees hired after 1/1/2018)

2021- 15% employee monthly premium contribution for Individual or Family coverage

2022- 15% employee monthly premium contribution for Individual or Family coverage

2023- 15% employee monthly premium contribution for Individual or Family coverage

Standard Platinum Plan):

2021- 12.5% employee monthly premium contribution for Individual or Family coverage

2022- 14.0% employee monthly premium contribution for Individual or Family coverage

2023- 15.0% employee monthly premium contribution for Individual or Family coverage

Employees hired after January 1, 2021, will be only allowed to enroll in the GTCMHIC Standard Platinum Plan at the employee cost share of 15% of the monthly premium.

* 1. retiree health insurance plan**:**

(changes would only impact future retirees, not current retirees.)

2. Use of Sick Time:

If a retiree has accrued “sick time” balance and wishes to continue health insurance coverage they may do so. Sick time, up to 960 hours or 120 days, will be exchanged for months of continued health insurance coverage (individual or family) until the sick time is depleted. For each month of provided retiree health coverage the sick time at retirement will be reduced by an established number of hours until the sick time is depleted. Once the sick time is depleted the retiree may continue coverage under the applicable Premium Percentage. Premiums are due by the 20th of the month preceding the coverage month. The Commission reserves the right to cancel any retiree’s insurance coverage for accounts 60 days or more past due. At no time would any unused sick time be paid out.

Established hours:

16 hours per month:

Retiree and/or dependents are enrolled in a non-Medicare supplemental plan for individual or family coverage. Including instances when one family member is enrolled in non-Medicare supplemental plan and one is enrolled in a Medicare Supplemental plan.

8 hours per month:

Retiree and dependents are enrolled in a Medicare supplemental plan for individual or family coverage.

3. Premium Percentages: (premium percentage for all current and future staff.)

Once the sick bank is depleted the retiree may continue coverage under the applicable Premium Percentage.

YEARS OF SERVICE RETIREE’S PORTION SCLIWC’S PORTION

AT RETIREMENT OF PREMIUMS OF PREMIUMS

25 AND OVER 50% 50%

10-24 65% 35%

Premium Percentages:

Employees whose most recent date of hire is prior to 1/1/2015, the following percentages apply.

YEARS OF SERVICE RETIREE’S PORTION SCLIWC’S PORTION

AT RETIREMENT OF PREMIUMS OF PREMIUMS

30 AND OVER 25% 75%

25 –29 50% 50%

15-24 65% 35%

10-14 80% 20%

Employees who are hired on or after 1/1/2015, the following applies:

YEARS OF SERVICE RETIREE’S PORTION SCLIWC’S PORTION

AT RETIREMENT OF PREMIUMS OF PREMIUMS

30 AND OVER 50% 50%

25 –29 65% 35%

10-24 80% 20%