

7/15/14

**Supervisor's July 15, 2014 Statement Regarding Proposed
Agreement**

With Teamsters Local 456, Blue Collar Unit

Before the Board tonight is a proposed agreement with Teamsters Local 456, Blue Collar Unit. Copies of the proposed agreement are at the back of the room and also were posted to the Town's website on Friday, the day after the Blue Collar Unit ratified it. There has been no agreement since December 31, 2011. The agreement before the Board is the result of a number of years of on again off again negotiations with the Blue Collar representatives. My colleagues on the present Town Board and I have been working on this matter for over six months and the proposed agreement came out of long and hard negotiations with give and take.

One of the key provisions of the proposed agreement is contributions toward the Town's health insurance costs. Presently the Blue Collar employees are not making any contribution. Previously negotiators for the Blue Collar unit had rejected Town proposals which required contributions toward health insurance. The proposed agreement now would provide for the

first time that all employees in the Blue Collar unit will contribute to the Town's health care costs. The proposed Blue Collar agreement also provides for the first time that new employees upon retirement will contribute toward health care premium costs. This provision is not in the existing Blue Collar agreement nor in the White Collar or PBA agreements.

The specifics of the agreement are as follows:

1. Salary:

- a) 2012 – 0%
- 2013 – 0%
- 2014 – 2.5% increase of 2013 rates effective 1/1/14
- 2015 – 2.5% increase of 2014 rates effective 1/1/15
- 2016 – 2.35% increase of 2015 rates effective 1/1/16
- 2017 – 2.35% increase of 2016 rates effective 1/1/17
- b) A non-recurring signing payment of \$1,150 to be paid to each unit member..

3. Health Insurance Contribution during active employment:

a) For existing unit members as of full ratification:

- 2012 – 0%
- 2013 – 0%
- 2014 – Effective 1/1/14 - 0.75% of employee's base salary
- 2015 – Effective 1/1/15 - 1.5% of employee's base salary
- 2016 – Effective 1/1/16 - 2.0% of employee's base salary
- 2017 – Effective 1/1/17 – 2.0% of employee's base salary

b) New Employees Hired After Full Ratification

<u>Base Salary and Longevity</u>	<u>% of Premium Contribution</u>
Range: Up to \$60,000	10%
60,000 and above	15%

4. Retiree Health Insurance:

- A. The benefits as stated in the expired Contract will apply to all unit members employed as of the full ratification of this Agreement.
- B. For new unit members hired after full ratification of this Agreement, 10% of premium to be paid after retirement from Town employment into the State Employees Retirement System.

It is a responsible and fiscally prudent agreement. It is fair and equitable and is in the best interests of the Town. [Ask Ed Ritter to make a presentation, followed by Joan Gallagher and Ron Longo].