

MEMORANDUM OF AGREEMENT

IT IS HEREBY AGREED, by and between the bargaining team for the Town of Bedford ("Town") and the bargaining team for the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 456, I.B.T., White Collar Unit ("Union") that, subject to the ratification by the Town Board of the Town of Bedford and the membership of the Union (which ratification the members of both bargaining teams agree to recommend), the following shall constitute the terms and conditions of the successor agreement to the collective bargaining agreement ("CBA") between the parties covering the period January 1, 2009 to December 31, 2014. All terms of the Collective Bargaining Agreement covering the period January 1, 2009 to December 31, 2014, except as modified hereafter, shall constitute the terms and conditions of the new Collective Bargaining Agreement between the parties.

1. Article XXVII

Term of Agreement: January 1, 2015 to December 31, 2018

2. Article IV, Section 1

The salary rates on each level and step of the salary schedules, Appendix "A"-1 through Appendix "A"-6, in effect as of December 31, 2014 shall be increased as follows:

January 1, 2015 and retroactive to that date – 3%

January 1, 2016 and retroactive to that date -- 2%

January 1, 2017 – 2.5%

January 1, 2018 – 2.5%

3. Effective with the first full payroll period following full ratification of this Memorandum of Agreement, the titles, Animal Warden and Police Dispatcher, shall be moved from Appendix "A"-1 to Appendix "A"-2.

4. Effective January 1, 2017, the title, Police Dispatcher, shall be moved to Appendix "A"-3.

5. Article V, Section 6(B)

The maximum cash payment for all employees of the Recreation Department who work a flexible workday and workweek shall be increased from \$4,500.00 per fiscal year per employee to \$6,500 per fiscal year per employee except that, for 2016, the increase of \$2,000 shall be prorated based upon the date of full ratification of this Agreement.

6. Article XVI, Section 1

Effective with the first full payroll period following full ratification of this Memorandum of Agreement, the employee contribution to health insurance for NYSHIP and the HMO option, for employees hired on or before the date of full ratification of this agreement, shall be amended from the then current rates to three (3%) percent of employee's annual base salary for all incumbent employees enrolled in the family plan and to one and one-half (1.5%) percent of employee's annual base salary for all incumbent employees enrolled in the individual plan. The employee contributions referenced herein are in addition to any difference between the premium for the so called "H.M.O. Option" and NYSHIP Plan and shall, to the extent there is such a difference in premium, be a cost to any unit member picking the H.M.O option.

7. Article XVI, Section 2

Full time unit members newly hired after full ratification of this agreement who participate in the Town's health insurance plan shall pay ten percent (10%) of the annual premium during active employment. The employee contributions referenced herein are in addition to any difference between the premium for the so called "H.M.O. Option" and NYSHIP Plan and shall, to the extent there is such a difference in premium, be a cost to any unit member picking the H.M.O option.

Any such member shall be eligible for health insurance in retirement upon retirement from Town employment into the State Employees Retirement System so long as the retiree has at least fifteen (15) years of active full time service with the Town prior to retirement. If such member is eligible for and chooses health insurance through the Town Plan in retirement, he/she shall be required to pay the same percentage of the premium paid by such employee at the time his /her retirement.

8. Article IX, Section 5(D)

Amend to provide that vacation, sick leave and personal leave shall not be earned during a period of Workers' Compensation absence, whether paid or unpaid.

9. Article XXV, Section 1 and 2

Amend from fifteen (15) business days to ten (10) business days.

10. Article V

Add a new Section 8 to provide as follows:

Unit members in the title of Police Dispatcher may, by mutual agreement between the Chief of Police and the affected employee(s) in the Police Dispatcher title, work a different tour

and/or on different days other than the regular Monday to Friday schedule upon at least five (5) day's advanced notice to the affected employee. The frequency of tour change requests will be reasonable. Any such change shall be to accommodate special events or the special needs of the Police Department. In those instances where a Police Dispatcher is required to work two consecutive (2) full tours in succession (i.e. 16 hours), there shall be a minimum of six (6) hours off duty following the consecutive tours and prior to the next tour thereafter.

11. Article XI, Section 1

Amend to include investigating grievances or assisting members of the Unit who are the subject of discipline.

12. Article III, Section 2 and Article X, Sections 1 and 2

Clarify to provide that the Town shall provide advance notice to the Union in the event it will utilize a seasonal or temporary employee and for what purpose. In no event shall the employment of a seasonal or temporary employee exceed 120 days without the Union's agreement if Unit work is involved. Employment of a seasonal or temporary employee at any point after the 120 days, regardless of a break, shall be deemed to exceed 120 days. The language of Article III, Section 2, and Article X, Sections 1 and 2, shall remain in full force and effect.

Dated: February 23, 2016

FOR THE TOWN BARGAINING TEAM



FOR THE UNION BARGAINING
TEAM




