

AGREEMENT

between

TOWN OF COVENTRY

- and -

**LOCAL 818 OF CONNECTICUT COUNCIL #4
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO**

COVENTRY SUPERVISORS

July 1, 2017 - June 30, 2020

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This Agreement entered into by and between the TOWN OF COVENTRY, hereinafter referred to as the "Town", and LOCAL 818 OF COUNCIL #4, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, hereinafter referred to as the "Union."

PURPOSE

It is the intent and purpose of the parties hereto that this Agreement promote and improve the status of the parties, provide orderly collective bargaining relations between the Town and the Union, and secure a prompt and fair disposition of grievances.

ARTICLE I **RECOGNITION**

Section 1.0

The Town recognizes the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining on matters of wages, hours and other conditions of employment for the Town Accountant, Town Clerk, Building Official, Assessor, Collector of Revenue, Human Services Administrator and the Director of Planning and Development.

ARTICLE II **UNION SECURITY**

Section 2.0

- a. Each employee covered by this Agreement shall be required, as a condition of continued employment, to become a member of the Union or pay a service fee on or within thirty (30) days of the date of hire or the effective day of this Agreement, whichever is later. Said service fee shall be in an amount determined by the Union in accordance with applicable law.
- b. The Union agrees to indemnify and hold harmless the Town for any loss or damage arising from the operation of this Article.

Section 2.1

The Town agrees to deduct, from the pay of each of its employees who authorize such from his wages, such membership dues, initiation fees, reinstatement fees as may be fixed by the Union. Such deductions shall continue for the duration of this Agreement or any extension thereof.

Section 2.2

The deduction for any month shall be made during the first payroll period of said month and shall be remitted to Council #4, together with a list of names of employees from whose wages such deductions have been made, not later than the last day of said month.

Section 2.3

The Town agrees that there will be no lockout of any of its employees during the life of this Agreement. The Union agrees that there will be no strikes by the Union during the life of this Agreement.

Section 2.4

The Town will place a bulletin board in an accessible place for the exclusive use of the Union.

Section 2.5

The Town will provide each employee with a copy of this Agreement and six (6) signed copies to Council #4 within thirty (30) days after its signing. New employees will be given a copy of this Agreement at the time of hire.

ARTICLE III
HOURS OF WORK, OVERTIME AND HOLIDAY PAY

Section 3.0

The regular work week shall be Monday through Wednesday, from 8:30 a.m. to 4:30 p.m., with one-half (1/2) hour for lunch; Thursday, 8:30 a.m. to 6:30 p.m., with one-half (1/2) hour for lunch, and Friday 8:30 a.m. to 1:30 p.m. The Town Hall hours will be discussed in a study committee, but not changed unless mutually agreeable by all parties.

Section 3.1

In addition to the normal work week specified in Section 3.0, employees shall attend required evening meetings or work either before or beyond the regular work hours. When this time exceeds forty (40) hours in any given work week, the employee shall be entitled to compensatory time off on an hour for hour basis for each hour beyond the above listed specified limits. Compensatory time shall be used within ninety (90) days of being earned or it shall be forfeited. With the approval of the Town Manager, based upon extenuating circumstances, the cap of ninety (90) days may be extended.

Section 3.2

If an employee is required to work on a holiday, as defined by this bargaining agreement, they shall be entitled to compensatory time as defined in Section 3.1.

Section 3.3

If a Town provided vehicle is not available, an employee on Town assigned business, utilizing their own vehicle, shall be reimbursed at the standard IRS mileage rate.

Section 3.4

The following holidays shall be observed. Said holidays shall be on the day designated by the State legislature as the legal holiday.

- | | |
|-------------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| President's Day | Veteran's Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| July 4th | Day before Christmas |
| | Christmas Day |

When the Town Manager closes the Town Hall for weather conditions, employees working that day shall be paid and no leave will be charged.

Section 3.5

Any holiday occurring on a Sunday shall be celebrated on the Monday following. Any holiday occurring on a Saturday shall be celebrated on the preceding Friday.

Section 3.6

When a holiday occurs while an employee is on vacation leave, he shall receive an additional day of vacation with pay.

Section 3.7

Jury Duty. Any employee within the bargaining unit, who is required to serve on jury duty, shall be paid the difference between his jury duty pay and the pay he or she would receive from the Town on straight time, providing notice is given promptly to the Town following notice to the employee.

ARTICLE IV
INSURANCE, PENSION AND WORKERS' COMPENSATION

Section 4.0

The Town shall provide, and pay for, during the term of this Agreement, the full cost of fifty thousand dollars (\$50,000) life insurance for each employee. In addition, the employee may purchase, at his/her own expense, additional life insurance in five thousand dollars (\$5,000) increments, not to exceed an additional fifty thousand dollars (\$50,000) of coverage. This will be offered on an annual basis and will be collected through payroll deduction. Upon separation from service, an employee may at his/her option convert this group life insurance policy to a personal policy at a premium to be determined by the carrier.

The Town shall provide, and pay for, during the term of this Agreement, the full cost of accidental death and dismemberment coverage in the principal sum of fifty thousand dollars (\$50,000), including one hundred thousand dollars (\$100,000) coverage in the event of accidental death for each employee.

The Town shall provide a Long Term Disability policy with a 90-day qualification period.

Section 4.1

The Town shall provide and pay for the following insurance for all employees and their enrolled dependents, or other coverage agreed to in any memorandum of understanding or side letter of agreement:

- a. Health Insurance. Employees may elect coverage for themselves and their enrolled dependents during an annual enrollment period each year under one of the following plans:
 1. Preferred Provider Plan (PPO)
 2. HDHP/HSA with a deductible of \$1,300 for individual and \$2,600 for plus 1 and family coverage (which deductible(s) shall be subject to adjustment on an annual basis in order to qualify as a HDHP in compliance with applicable authority). The Town will contribute 75% of the annual required deductible to an HSA account on or about January 1st of each year. The employees shall be responsible for the remaining balance of the deductible and all account maintenance fees.

As of January 1, 2018, the deductible amounts will increase to \$1,350 and \$2,700.

3. ECHIP Common Plan Comprehensive Mix Plan
4. ECHIP Common Plan HDHP/HSA with a deductible of \$2,000 for individual and \$4,000 for plus 1 and family coverage. The Town will contribute 75% of the annual required deductible to an HSA account on or about January 1st of each year. The employees shall be responsible for the remaining balance of the deductible and all account maintenance fees.

The full range of options shall be detailed Appendix B. The Town and Union agree that if an employee leaves the employment of the Town during the calendar year in which the Town has pre-funded the required deductible of the HDHP/HSA or ECHIP Common Plan HDHP/HSA, or chooses to change back to another health plan during the annual Spring Enrollment Period, the employee must reimburse the Town 1/12th of the Town paid deductible for each month remaining in the calendar year (e.g. July 1 change would be 6/12 month or ½ (one half) reimbursement owed) as required by Federal law. The parties acknowledge that the Town contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan, but rather a related manner in which the deductibles shall be funded for active employees. It is further understood that the Town shall have no obligation to fund any portion of the HDHP deductible for retirees or other employees or other individuals upon separation of employment.

- b. Anthem Blue Cross/Blue Shield Dental with Rider A (for employee only) or comparable dental plan. Employees shall have the option to purchase dependent coverage during the open enrollment period for the whole plan year, subject to the rules of the carrier. Payment for dependent coverage shall be made by payroll deduction.
- c. Vision rider.
- d. Employees shall contribute through payroll deduction the following premium cost sharing percentages of the total expense of health insurance (medical/vision and dental) for the plan the employee selected.

Coverage under PPO with Vision Rider and Dental

Effective 1/1/18 through 6/30/18 – 14.5%

Effective 7/1/18 through 6/30/19 – 15.25%

Effective 7/1/19 through 6/30/20 – 16.25%

Coverage under HDHP with Vision Rider and Dental

Effective 1/1/18 through 6/30/18 – 14.0%

Effective 7/1/18 through 6/30/19 – 14.75%

Effective 7/1/19 through 6/30/20 – 15.75%

**Coverage under ECHIP Comp Mix or HDHP
with Vision Rider and Dental**

Effective 1/1/18 through 6/30/18 – 15.0%

Effective 7/1/18 through 6/30/19 – 15.5%

Effective 7/1/19 through 6/30/20 – 16.0%

The Town will deduct this withholding through a Section 125 plan on a pre tax basis.

- e. If the Town desires to change insurance carriers or offer additional options, Council #4 and the Union President shall first be notified and given the opportunity to review the proposed changes. Upon receiving the necessary information to make the determination of equal coverage, the Union shall notify the Town of its decision within thirty (30) days. Should the Union and the Town disagree that the alternative coverages proposed will provide equal coverage to that provided by the group plans described herein, binding arbitration, as set forth in Article VII, may be immediately implemented at the request of the Town or Union. None of the individual coverages set forth in this Section shall be subject to a proposed change in carrier more than once per year.
- f. The Town and the Union will work together to develop a comprehensive employee wellness program.
- g. If the Town's group health plan offered under this contract triggers an excise tax under Internal Revenue Code Section 49801, or any other local, state or federal status or regulation, the Town reserves the right to replace the current group health plan offering with another one, the cost of which falls below the excise tax threshold, regardless of whether such replacement plan is comparable to the one previously in effect. Eligible employees will be given the option to enroll in the lower cost coverage option. If the employee chooses to enroll themselves or their eligible family members in a coverage option that triggers an excise tax then one hundred percent (100%) of the extra costs associated with participating in the higher cost plan, including the cost of any such excise tax, shall be borne solely by the employee in addition to the employees premium contribution requirements as set forth above.
- h. Prescription Drug: Nothing in the agreement shall preclude the Town from implementing alternative funding and purchasing programs such as but not limited to purchasing prescription drugs through the State plan or pooling with other entities.
- i. During absences due to long term disabilities of workers' compensation it shall remain the employee's responsibility to continue payments for any contributory portion of premium payments.

Section 4.2

The parties have agreed that the employees covered by this contract are covered by a pension plan providing retirement benefits. The pension agreement agreed upon by the parties and as modified by the Appendix A which is attached to and is hereby made a part of this Agreement.

Employees retiring under a normal retirement shall have the one-time option of purchasing insurance from the Town at COBRA rates. The Town may, at its option, develop a separate medical group for retirees. The employee option to purchase shall not be available if other coverage is available through other employment. The Town shall have the right to request sworn statements on availability of coverage. The Town shall have the right to cancel coverage due to lack of timely payment. Coverage must be continuous. Upon becoming eligible for Medicare, retirees may no longer purchase the Town group insurance plans available to active employees, but may continue to purchase, at their own expense, Medicare supplement plans offered by the Town so long as such supplements are available to the Town. The retiree shall pay the full cost of this insurance.

Section 4.3

An employee who suffers personal injury in the performance of his work shall be eligible for payment under the Workers' Compensation Act and shall receive the difference between his average weekly earnings for the thirteen (13) weeks prior to such injury and the weekly workers' compensation benefits for a maximum of five (5) months. Extensions of this Section may be granted by the Town Manager.

ARTICLE V **VACATIONS**

Section 5.0

Employees shall be entitled to vacation with pay at the employee's base earnings on the following basis:

- a. Six (6) months, but less than nine (9) years, each employee shall be entitled to three (3) weeks.
- b. Nine (9) years, but less than fifteen (15) years, each employee shall be entitled to four (4) weeks
- c. After fifteen (15) years of service, each employee shall be entitled to one (1) additional day of vacation for each additional year of service to a maximum of twenty-five (25) days.

- d. The employee's anniversary date shall be used to determine the amount of vacation due.

Section 5.1

Prorated accumulated vacation pay shall be granted to an employee in the event he terminates his service with the Town, but not if he leaves without two (2) weeks notice.

Section 5.2

In the event of the death of the employee, his or her spouse, and/or children, and/or dependents shall receive the prorated accumulated vacation pay.

Section 5.3

The choice of vacation shall be given by seniority.

Section 5.4

If an employee is ill for three (3) consecutive days while on vacation leave, the time may be changed instead to sick leave, providing the employee submits to the Town Manager a doctor's certificate attesting to the illness.

Section 5.5

Vacation pay will be given to an employee the last day prior to vacation, providing written notice is given to the Town Manager two (2) weeks before leaving for vacation.

Section 5.6

Additional vacation time without pay may be granted as warranted by the Town Manager when applied for by the employee or his representative in writing, stating the reason for the additional leave time. The operating requirements of the Town shall have first priority.

ARTICLE VI
SICK LEAVE, PERSONAL DAYS AND LEAVES OF ABSENCE

Section 6.0

An employee shall accrue sick leave with full pay at the rate of one and one-quarter (1 1/4) days per month to a total of fifteen (15) working days during the calendar year, accumulative to a maximum of one hundred fifty (150) working days. Employees hired after July 1, 2014 shall be limited to a maximum accumulation of one hundred twenty (120) working days. The sick leave may be granted for the following purposes:

- a. Personal illness or physical incapacity.
- b. Exposure to a contagious disease or forced quarantine in accordance with health regulations.
- c. For illness or physical incapacity in the employee's household if such an attendance is required subject to an annual limit of five (5) days per year unless the employee is on a leave of absence pursuant to the Federal Family and Medical Leave Act in which case the annual limit shall be waived.
- d. If an employee is ill for five (5) consecutive work days, the employee shall submit to the Town Manager, if requested, a medical certificate attesting to illness before sick pay is paid.

Section 6.1

- a. Employees hired after July 1, 1992 shall receive full compensation up to a maximum of one hundred (100) days upon retirement and up to a maximum of sixty (60) days upon voluntary termination. For voluntary termination, the severance benefit shall be calculated on the average rate of pay for the last five (5) years of employment for employees hired after July 1, 1992. This provision shall not apply to employees hired prior to July 1, 1992 who are transferred or promoted into this bargaining unit.
- b. Employees hired after July 1, 2007 shall receive compensation up to a maximum of ninety (90) days upon retirement but in no case exceeding ten thousand dollars (\$10,000) and up to a maximum of sixty (60) days upon voluntary termination but in no case exceeding five thousand dollars (\$5000). For voluntary termination, the severance benefit shall be calculated on the average rate of pay for the last five (5) years of employment for employees.

- c. Employees hired after July 1, 2017 shall receive compensations up to a maximum of sixty (60) days upon retirement but in no case exceeding five thousand dollars (\$5,000) and up to thirty (30) days upon voluntary termination but in no case exceeding two thousand five hundred dollars (\$2,500). For voluntary termination, the severance benefit shall be calculated on the average rate of pay for the last five (5) years of employment for employees.

Section 6.2

In the event of death, his or her spouse, and/or children, and/or dependents shall receive, on the basis of the employee's current wages, full compensation for any of the employee's unused accumulated sick leave.

Section 6.3

An employee shall receive three (3) work days' leave when a death occurs in his immediate family. Immediate family, for the purpose of this clause, is defined as parents, grandparents, spouse, brother, sister, child, stepchild, son-in-law, daughter-in-law, sister-in-law, brother-in-law, mother-in-law, father-in-law or grandchild, and any relation who resides in the employee's household or any person assigned to the family as a foster child. Additional leave may be granted at the discretion of the Town Manager.

Section 6.4

Employees shall be entitled to up to four (4) days of personal leave with pay each calendar year, on at least twenty-four (24) hours advance notice to their supervisor, unless an emergency situation prevents such notice, and shall be granted, unless there is demonstrable need for the employee's services, stated in writing by the supervisor, on the day or days for which such leave is requested. Personal leave days are not accumulative beyond the end of any calendar year.

Section 6.5

Additional sick leave with pay may be granted, as warranted by the Town Manager, when applied for by the employee or his representative in writing, stating the reasons for the additional sick leave.

Section 6.6

Any employee may be granted a leave of absence without pay upon written approval of the Town Manager. Except in unusual cases, or required by law, all leaves of absence shall be unpaid. After one (1) year of such an absence, the employee's rights to reinstatement, in that position held at the time of granting the leave of absence, shall be lost, unless a written request for an extension shall be received by the Town Manager with such one year period. The Manager shall reply to such request in writing within ten (10) working days after receipt of the request.

ARTICLE VII GRIEVANCE PROCEDURE

Section 7.0

Grievances arising out of matters covered by this Agreement will be processed in the following manner at the request of either party:

- a. Between the aggrieved employee, the Union Steward and the Town Manager within five (5) working days of the occurrence of the condition giving rise to the grievance, or within five (5) working days of the employee's knowledge of its occurrence, whichever comes later.
- b. In the event there is no settlement within five (5) working days following the meeting in Step (a) above, the matter may be submitted, on motion by the Union or the employer, for mediation and/or arbitration by the State Board of Mediation and Arbitration.
- c. The arbitrator shall not have the power to add to, amend or delete any of the terms of this Agreement, and the decision of the arbitrator shall be final and binding on both parties.

Section 7.1

An officer and/or steward of the Union shall be designated by the Union for the purpose of adjusting grievances and/or contract negotiations and shall be afforded the necessary amount of time without loss of pay to conduct such business.

Section 7.2

All costs of arbitration under this Article shall be borne equally by the Union and the Town.

ARTICLE VIII
SAVINGS CLAUSE

Section 8.0

If any section, sentence, clause, or phrase of this Agreement shall be held for any reason to be inoperative, void, or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof or provisions herein shall become inoperative or fail by reason of the invalidity of any other portion or provision, and the parties do hereby declare that it would have severally approved of and adopted the provisions contained herein separately and apart from the other. The parties agree to immediately negotiate a substitute for the invalidated Article, section, sentence, clause or phrase.

ARTICLE IX
DISCIPLINARY PROCEDURE

Section 9.0

- a. All disciplinary actions shall be applied in a fair manner and shall not be inconsistent with the infraction for which disciplinary action is being applied.
- b. Disciplinary actions shall include:
 1. a verbal warning;
 2. a written warning;
 3. suspension without pay;
 4. discharge;and shall normally follow this order, depending on the seriousness of the alleged infraction.
- c. All suspensions and discharges must be for just cause, in writing, with reason stated, and a copy given to the employee and the Union within twenty-four (24) hours of suspension or discharge.

ARTICLE X
PRIOR BENEFITS

Section 10.0

Nothing in this Agreement shall be construed as abridging any right, benefit or privilege that employees have enjoyed heretofore, unless it is specifically stated that said practice has been superseded by a provision of this Agreement.

ARTICLE XI
SENIORITY, PROMOTIONS AND LAYOFFS

Section 11.1

- a. The Town shall prepare a list of bargaining unit employees, showing their seniority in length of service with the Town and deliver the same to the Union on January 31 of each year. Upon completion of their probationary period, new employees shall be added to this list.
- b. New employees shall serve a probationary period of six (6) calendar months and shall have no seniority rights during the period, but shall be subject to all other provisions of this Agreement. All employees who have completed their probationary period shall acquire length of service records as of the date of their employment. Probationary employees shall not be covered under the terms of this Agreement's grievance procedure if they are dismissed from employment.

Section 11.2

If vacancies occur in regular positions or new positions are created, the position shall be filled by employees who have sufficient skill and ability to perform the work with a minimum period of training, in order of their seniority.

When an employee is retained in a vacancy or new position for a period of six (6) calendar months, then he shall be considered qualified and allocated to said position. If the employee is proven unqualified, he shall return to his former position.

Section 11.3

All vacancies and new positions shall be posted for a period of seven (7) days on the bulletin boards, to be provided for such purpose, prior to any action taken by the Town to fill such vacancies or new positions. If the senior employee successfully bids for the vacancy or new position, the seven (7) days shall be waived. Employees wishing to be considered for assignment to such vacancies or new positions may personally, or through their Steward, submit their request to the Town Manager. Employees requesting consideration, and who were not selected for such assignment in accordance with the provisions of this Agreement, may appeal the action through the grievance procedure. The Union President may waive these requirements if there are no qualified candidates in-house.

Copies of the job posting and a list of the persons bidding for the job, and the name of the person appointed to the job, shall be sent to the Union Secretary at the end of the posting period. All such appointments shall be made not later than five (5) days after the posting period.

Section 11.4

Layoffs shall take effect as follows within classification:

- a. Probationary employees;
- b. An employee scheduled for layoff may, if he so desires, replace an employee covered by this contract with less seniority in an equal or lower job classification, provided the bumping employee has greater seniority than, and is qualified to perform the work of, the employee whom he bumps. The employee who goes to a lower job classification shall be paid according to the pay schedule of that classification. A demoted employee shall have preference when his former position becomes available.

Section 11.5

Laid off, full-time employees within classifications with most seniority shall be rehired first, and no new employees shall be hired in those classifications until all laid off employees in those classifications have been given an opportunity to return to work. A fifteen (15) day written notice shall be sufficient when sent by registered letter to a last known address.

Section 11.6

- a. Laid-off employees shall be entitled to continue, without additional expense, health insurance, for up to 3 months, providing other benefits are not available. However, such coverage shall not extend the period of COBRA coverage.
- b. Laid-off employees shall be provided up to \$500 in outplacement services within first 90 days of the employee's layoff.
- c. Laid-off employees shall receive severance benefits paid at retirement basis versus termination basis.

ARTICLE XII
MANAGEMENT RIGHTS

Section 12.0

Subject to the conditions of this Agreement, the Union recognizes the retention by the Town of the usual management rights, including the management of the work and the direction of the work force; the right to hire, suspend or discharge for just cause or to transfer; the right to relieve employees because of lack of work or for other legitimate reasons; and the right to determine the extent to which the facilities shall be operated, including the determination of shift hours; and the right to change methods or processes or to use new equipment.

Section 12.1

The Town and each bargaining unit member shall make matching contributions to an ICMA deferred compensation program in accordance with the following schedule. As of July 1, 2017, the matching program amounts shall be \$57.69 per biweekly payroll (\$1,500 annually).

ARTICLE XIII
WAGES, CLASSIFICATION, AND LONGEVITY

Section 13.0

Effective July 1, 2017 through June 30, 2020, the salaries for the incumbent employees shall be as follows:

	<u>7/1/2017</u>	2.25% <u>1/1/2018</u>	2.00% <u>7/1/2018</u>	2.00% <u>7/1/2019</u>
Assessor	\$ 79,758	\$ 81,553	\$ 83,184	\$ 84,847
Building Official	86,055	87,991	89,751	91,546
Collector of Revenue	68,883	70,433	71,842	73,278
Dir. Planning & Development	80,259	82,065	83,706	85,380
Human Services Administrator	67,300	68,814	70,191	71,594
Town Clerk	62,208	63,608	64,880	66,177
Town Accountant	67,725	69,249	70,634	72,046

Section 13.1

Effective July 1, 2017 through June 30, 2020, the salary ranges shall be as follows:

	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<u>Range 1</u>			
Collector of Revenue	\$60,000	\$67,500	\$75,000
Human Services Administrator			
Town Clerk			
<u>Range 2</u>			
Assessor			
Dir. Planning & Development	\$67,500	\$78,250	\$86,000
Town Accountant			
<u>Range 3</u>			
Building Official	\$79,000	\$85,500	\$91,750

Section 13.2

After completion of five (5) years of service the employee shall be entitled to a longevity payment of \$100 for each year of service up to a maximum of \$1,500 annually. New employees hired on or after July 1, 2014 shall be eligible for a longevity payment after completion of ten (10) years of service of one hundred dollars (\$100). Subsequently for each year of service beyond ten (10) years this payment will increase by one hundred (\$100) per year of service up to a maximum of five hundred dollars (\$500) annually. Longevity payments shall be included with the first payroll of November of each year. New employees hired after July 1, 2017 shall not be entitled to receive longevity pay.

ARTICLE XIV
DURATION

Section 14.0

This Agreement shall be effective as of the first day of July 2017 and shall remain in full force and effect through the thirtieth (30th) day of June 2020. It shall be automatically renewed from each year to year thereafter, unless either party shall notify the other, in writing not more than two hundred and ten (210) days nor less than one hundred and eighty (180) days prior to the anniversary date, that it desires to modify this Agreement.

IN WITNESS WHEREOF, the parties have set their hands this ___ day of _____, 20__.

TOWN OF COVENTRY

**LOCAL 818, OF CONNECTICUT
COUNCIL #4, AMERICAN
FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES,
AFL-CIO**

John A. Elsesser
Town Manager

Joe Callahan, President

Eric Trott, Steward

Laurie Webster
Staff Representative
Council #4, AFSCME

TOWN OF COVENTRY

LOCAL 818

The Supervisor's Union agrees to participate in a Labor Management Committee jointly with Management, representatives of the Town Hall Union, and Unclassified employees to discuss matters of mutual concern.

FOR THE TOWN

DATE

FOR THE UNION

DATE

APPENDIX A

AGREEMENT REGARDING 2011 PENSION REOPENER

[INSERT PARTIES SIGNED AGREEMENT]

APPENDIX B

SUMMARY OF TOWN OF COVENTRY HEALTH PLANS

[INSERT SUMMARIES FOR ALL HEALTH PLANS]