

AGREEMENT

BETWEEN

THE TOWN OF BERLIN, CONNECTICUT

AND

THE BERLIN MIDDLE MANAGEMENT ASSOCIATION

THROUGH JUNE 30, 2019

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Kathryn J. Wall

BERLIN, CT.

**MIDDLE MANAGEMENT ASSOCIATION
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AGREEMENT

Between

**THE TOWN OF BERLIN MIDDLEMANAGEMENT ASSOCIATION
AND
THE TOWN OF BERLIN**

PREAMBLE

The following Contract, effective as of July 1, 2016, by and between the Town of Berlin, hereinafter referred to as the Town, and the Town of Berlin Middle Management Association, hereinafter referred to as the Association, is designed to maintain and promote a harmonious relationship between the Town of Berlin and such of its employees who are within the provisions of the Contract, in order that more efficient and progressive public service may be rendered.

ARTICLE I RECOGNITION

Section I The Town recognizes the Association as the sole collective bargaining representative for Middle Management employees of the Town of Berlin with respect to rates of pay, wages, hours of work, and conditions of work, in accordance with the Certification of Association on December 3, 1981 by the Connecticut State Board of Labor Relations as set forth in Case #ME-6749 and under provisions of Public Act 78-375, except the Administrative Assistant to the Town Manager.

The Association recognizes the Town Manager and/or his/her designated representative or representatives as the sole and exclusive representative of the Town of Berlin for the purpose of collective bargaining.

ARTICLE II ASSOCIATION SECURITY

Section I Each employee shall have, and be protected in the exercise of; the right to join and remain as a member of the Association, free from interference, restraint or coercion.

Section II All employees shall, as a condition of employment, be required to remain as member of the Association or become, as the case may be members of the Association within thirty (30) days after being hired, and to pay all dues and initiation fees levied by the Association. Alternatively, an employee choosing not to be a member of the Association shall execute an authorization permitting deduction of a service fee which shall be no greater than the proportion of union dues uniformly required of members to underwrite the costs of collective bargaining, contract administration and grievance adjustment.

Section III (a) Each member of the Association shall sign a payroll deduction form authorizing the Town to deduct from the paycheck of such employee a sum certified in writing by the Secretary of the Association.

(b) The above deductions shall be made twice a month, and the Town shall remit such deductions to the Treasurer of the Association within a reasonable period of time. Such deductions shall continue for the duration of the agreement.

(c) The Association agrees to indemnify and to hold the Town harmless against any and all claims, demands, suits, or other forms of liability that shall, or may, arise out of, or by reason of action taken by the Town for the purpose of complying with the provisions of this article.

(d) In the event that a member of the bargaining unit does not join the Association or pay the required service fee by the thirtieth (30th) day as required, the Town agrees to deduct the annual service fee from the employee's salary through payroll deduction.

Section IV The Town shall supply each member of the bargaining unit with a copy of this agreement.

ARTICLE III ASSOCIATION BUSINESS

Section I The Town shall allow time off with pay up to a total of forty (40) hours per calendar year for officers and/or members for Association business such as attendance at conventions or educational conferences. The Association shall notify the Town Manager's office of time and locations of such conferences.

Section II Members of the negotiating committee shall receive regular salary for time spent conducting contract negotiations with the Town. The negotiating committee shall consist of no more than three (3) members of the Association for purposes of this section.

Section III Members of the grievance committee shall receive regular salary for time spent attending grievance hearings with the Town or the State Board of Medication and Arbitration. The grievance committee shall consist of no more than two (2) members of the Association for purposes of this section.

Section IV The Association shall be allowed to conduct meetings in a Conference Room of the Town Hall after working hours. It is understood that the internal business of the Association shall be conducted during non-duty hours.

ARTICLE IV TOWN RIGHTS

Section I Rights of the Town -- Unless expressly limited or relinquished below by a specific section of this Agreement, the rights, powers and authority held by the Town and any of its Departments, Agencies, Commissions or Boards pursuant to any Charter, General or special statute, ordinance, regulation or other lawful provisions, over matters involving the municipality, and the complete operational control over the policies, practices, procedures and regulations with respect to employees of the Berlin Middle Management Association, shall remain vested solely and exclusively in the Town of Berlin, including, but not limited to the following:

- Determine the standards of services to be offered by the Town departments;
- Determine the standards of selection of Town employment;
- Direct its employees, take disciplinary action;
- Relieve its employees from duty because of lack of work or for other legitimate reasons;
- Issue rules and regulations; maintain the efficiency of governmental operations;
- Determine work schedules;
- Determine the methods, means and personnel by which the Town's operations are to be conducted;
- Determine the content of job classifications;
- Exercise complete control and discretion over its organization and technology or perform its work; and
- Fulfill all of its legal responsibilities.

The Town, however, shall not exercise, any of such rights, powers, or authority in a manner inconsistent with, or in violation of the terms of this Agreement or past practice of the parties. All other exercises of such rights, powers and authority shall not be subject to the grievance and arbitration procedure.

ARTICLE V HOURS OF WORK & OVERTIME

HOURS OF WORK

The normal working hours for members of the bargaining unit shall be the same as the established hours worked by other bargaining units within each Department or Division of the Town, to which the association member is assigned, but no less than twenty (20) hours per week.

OVERTIME

Section I It is mutually agreed that neither the Town nor the Association intends to substantially alter or change the customary number of hours worked by Association members.

Section II Any non-exempt member who performs work specifically authorized by the Town Manager's Office in excess of a forty (40) hours work week shall be compensated at a rate equal to one and one half times (1 ½) an hourly rate based on his/her annual salary for that portion of such additional time worked which exceeds such forty (40) hours. (For any such work performed by any non-exempt member whose normal work week is 35 hours, time in excess of thirty-five (35) hours to forty (40) hours per week, inclusive, shall be given as compensatory time off. Such compensatory days off shall be taken by the member with the scheduling thereof being subject to the approval of the Town Manager or his/her designee, which approval shall not unreasonably be withheld.) No more than thirty-five (35) hours of unused compensatory time may be accumulated at any given time. No more than two (2) consecutive days at a time may be used for compensatory time off. Compensatory time must be used within the fiscal year earned. Any compensatory time remaining at the end of the fiscal year shall be lost, except compensatory days earned in the last month of the fiscal year (June), in which case such days may be taken through the end of August of the next fiscal year. (See Appendix B – FLSA Classification)

Thirty-five (35) hour per week non-exempt employees who are called to work shall receive a minimum of two (2) hours of compensatory time.

Exempt employees who are called in due to unforeseen circumstances after having worked their regular weekly hours shall accrue compensatory time based on actual hours worked for such call-in after forty (40) hours. In the event that such work is for snow plowing or other non-exempt work, exempt employees shall receive one and one half times (1 ½) an hourly rate based on his/her annual salary.

Overtime shall not include attendance at meetings required of the employee, at annual budget hearings or town meetings, meetings with Town Manager and/or Town Council or sessions the employee may be asked to attend relative to his/her individual department's budget and/or responsibilities.

Section III - Prior approval - Any and all other overtime work requires prior approval of the Town Manager's office.

ARTICLE VI ANNUAL SALARIES

Section I All annual salaries shall be in conformance with the salary schedule attached hereto as Appendix D. Appendix D reflects a 2.25% wage increase effective July 1, 2016, a 2.25% wage increase effective July 1, 2017 and a 2.25% wage increase effective July 1, 2018.

Section II Each employee shall advance to the next highest step in the wage schedule on July 1, 2016, July 1, 2017 and July 1, 2018.

Section III Employees hired between July 1st and December 31st of any year shall receive one year of credit towards the next highest step in the wage schedule on the first (1st) day of July immediately preceding the anniversary date of his/her employment.

Section IV Employees hired between January 1st and June 30th of any year shall receive one year of credit towards the next highest step in the wage schedule on the first (1st) day of July immediately following the anniversary date of his/her employment.

Section V Each employee shall receive no less than the minimum individual salary increase set forth in Appendix D.

Section VI Employees covered by this agreement will be paid by mandatory direct deposit to the employees' designated bank accounts on every other Friday.

ARTICLE VII HOLIDAYS

Section I The following holidays shall be recognized as paid holidays for all members of the bargaining unit:

New Year's Day	Labor Day	Two (2) Floating Holidays
Martin Luther King Day	Columbus Day	
Presidents' Day	Thanksgiving Day	
Good Friday	Day after Thanksgiving	
Memorial Day	Christmas Eve	
Independence Day	Christmas Day	

Section II When one of the foregoing holidays falls on a Sunday, the following Monday shall be observed and recognized as the holiday. When one of the foregoing holidays falls on a Saturday, the preceding Friday shall be observed and recognized as the holiday. If a holiday falls during an employee's vacation, he/she shall not be charged vacation for that holiday. A bargaining unit employee who is required to work on a holiday shall be paid at the rate of time and one half (1½) his/her regular work hourly rate for such hours plus their regular hours of work.

ARTICLE VIII VACATION

Section I All vacation time shall normally be taken in the Fiscal Year (July 1 through June 30) in which it is earned. However, a portion of that year's vacation time may be used through November 1st provided written notice of intended dates of use is provided by the employee to the Town Manager's Office prior to June 30. Carry over of vacation time is limited to two (2) weeks.

Section II Each member of the bargaining unit shall be entitled to vacation time in accordance with the following schedule:

Length of Employment	Vacation
Over one (1) year	Eleven (11) days
Over five (5) years	Sixteen (16) days
Over ten (10) years	Twenty-one (21) days
Over twenty (20) years	Twenty-six (26) days

During the year in which an employee becomes eligible for an additional week of vacation, the additional time will be allotted on July 1st which begins said fiscal year.

Section III Any previous year's vacation time not taken as of November 1st of the following fiscal year shall be lost unless an extension is requested by the member and authorized by the Town Manager's Office prior to July 31st.

Section IV Upon voluntary separation of employment or layoff from the Town, the employee shall be paid for all accumulated and unused vacation time, and such payment shall be paid to the employee (or if deceased, to the employee's beneficiary as designated on the employee's Town policy of life insurance). In no event shall such payment exceed four (4) weeks of pay. Payments to the employee in lieu of taking vacation shall be limited to three (3) weeks per year.

Section V There shall be no advance vacation pay.

ARTICLE IX EMPLOYEE ILLNESS

Section I – Major Illness - In the event that a bargaining unit employee contracts a debilitating illness, required major surgery or is beset by medical catastrophe (e.g. heart attack, cancer, etc.) the Town shall provide for the continuance of full salary for a period of six (6) months from the date of onset, provided that:

- a) Completed medical information is forwarded by the physician to the Town substantiating the severity of the condition and all relevant facts
- b) The employee takes reasonable care to follow physicians instructions.
- c) This article shall not apply in the case of Worker's Compensation claim.
- d) Such salary continuation shall cease at the end of the calendar month in the event of the employee's death, or simultaneous with a disability retirement.

Extension of paid leave may be granted by the Town Manager.

Section II – Minor Illness (Colds and Flu) – In mutual recognition of the Agreement that bargaining unit members are considered salaried personnel, it is understood that they shall act, responsibly in terms of their overall attendance and time away from work due to illness. Therefore, days off or days out sick shall not be measured in terms of arbitrary totals per year, but rather in terms of the efficiency and productivity of the department and the emergence of any pattern of lost time. Toward this end, the Town Manager shall notify the employee and the Union representatives that it wishes to meet concerning this matter.

- Sick leave shall be allowed in the event of actual illness or injury of an employee, and shall not be considered a privilege which an employee may use at the employee's discretion.
- Sick leave shall be allowed for lost time for medical, optical or dental appointments during working hours as approved by the supervisor.
- Members have the ability to use of to up to 5 sick days for an immediate family members' illness or injury. Immediate family member is defined as mother, father, sibling, spouse and/or child.

Abuse of sick leave shall be considered a matter of discipline leading up to, and including, discharge. A Department Head may require a doctor's certificate or other proof of illness when in his or her judgment such certificate appears warranted.

Section III - In the event any employee is taken ill or hospitalized during his/her vacation period, such time shall not be charged to vacation leave, provided a medical certificate is presented indicating the seriousness of the illness.

Section IV - Employees on unpaid Family and Medical Leave Act (FMLA) shall continue to pay their portion of the premium cost of their health insurance contribution out of pocket.

ARTICLE X BEREAVEMENT LEAVE

Section I Special leave of absence of up to a maximum of five (5) consecutive working days with pay shall be granted to an employee in the event of death of the employee's: Spouse, Sister or Half-sister, Child or Step-child, Brother or Half-brother, Parent.

Section II Special leave of absence of up to a maximum of three (3) consecutive working days with pay shall be granted to an employee in the event of death of the employee's: Mother-in-law, Father-in-law, Step-parent, Step-brother, Step-sister, Grandchild, Grandparent, other relative domiciled in employee's household.

Section III Special leave of absence of one (1) working day with pay shall granted an employee for the purpose of funeral attendance in the event of death of the employee's: Niece, Nephew, Sister-in-law, Brother-in-law, Aunt, Uncle, Daughter-in-law, and Son-in-law.

ARTICLE XI PERSONAL LEAVE

Section I In the event a member has personal business which cannot be transacted other than during the work day, three (3) days of leave will be granted at full pay. Such days may be taken on a half-day basis.

- a) Such leave is not cumulative from year to year.
- b) One (1) personal day of leave may be used at the member's discretion upon prior application to the Town Manager at least forty-eight (48) hours prior to the personal leave, where possible.

The word "personal" implies that no reason need be given for such day, yet it is expected that a professional would not abuse the intent of this language.

In order to use the other personal leave day(s), the member must submit his/her request to the Town Manager for approval at least forty-eight (48) hours prior to taking the leave, where possible.

The reasons for which such personal leave may be granted include, but are not limited to, the following:

- a) Legal involvement;
- b) House and mortgage closing;
- c) Wedding of the employee or a member of the immediate family or household;
- d) Medical requirement of a member of the immediate family or household;
- e) Observance of a religious holy day; and
- f) Graduation of the employee or a member of the immediate family.

ARTICLE XII LONGEVITY PAY

Section I Employees hired on or before July 1, 2011 shall, in addition to their regular pay, receive longevity pay in accordance with the following schedule:

<u>YEARS OF SERVICE</u>	<u>PAYMENT</u>
After five (5) years	\$450.00
After ten (10) years	\$800.00
After fifteen (15) years	\$1,050.00
After twenty (20) years	\$1,300.00

Employees shall receive longevity pay in two (2) payments on the pay days following December 1 and June 1. Longevity shall be paid only as earned and not in advance.

ARTICLE XIII PENSION PLAN

The provisions relating to the pension are set forth in the Coalition Agreement on Insurance and Pension Benefits attached hereto as Appendix E

The Town agrees to allow a representative of this bargaining unit to sit on the Pension Investment Committee.

ARTICLE XIV INSURANCE

Section I Health Insurance Benefits shall be provided in accordance with the coalition agreement related to same, attached hereto as Appendix F .

The Town shall maintain existing Internal Revenue Code Section 125 pre-tax medical account, also known as a Flexible Spending Account, for the purpose of enabling eligible members to divert a portion of their gross salaries, prior to reduction for federal income taxes, into an account from which, during the course of the Plan Year, they can be reimbursed for the aforesaid Health Care costs and Dependent Care cost they or their covered dependents incur which are not covered by the Medical or Dental Plans described in this Agreement between the Town and the Association. Such election shall be optional for the employee. Annual contribution limits into the Flexible Spending Account are determined under IRS regulations

Section II The Town will continue for the period of employment to provide double indemnity life insurance for members without cost to the member, in an amount rounded off to the nearest \$1,000.00 level of base salary.

Section III Employees may participate in a claims cost control program. Any employee who detects an error or overcharge in physician billings for hospital services, medications, testing, etc. shall receive fifty (50%) percent of the savings, upon to a maximum payment of \$500.00.

Section IV The Town will continue all retired employees who so wish in all group medical plans until age 65. The full cost of such continuance shall be paid by each employee. Employees over age 65 may purchase Blue Cross & Blue Shield supplemental insurance through the Town.

Section V Health insurance coverage for new employees shall become effective the first of the month following date of hire. When an employee terminates employment, insurance coverage shall end at the end of the month in which employment terminates.

Section VI For Town health insurance coverage, an employee hired on or after July 1, 2008 must work 28 hours or more a week to receive this benefit.

Section VII The Town shall provide Long-Term Disability coverage. Such coverage shall be 50% of pay less necessary and appropriate deductions.

Section VII Any bargaining unit member who shall suffer personal injury in the course of employment with the Town, and who shall be eligible for weekly payments under the Worker's Compensation Act, shall be paid by the Town for a period not to exceed one year the monetary difference between the employee's net biweekly straight time wages and benefits payable under the Act. Absence during such injury shall not be charged to an employee's earned time (vacation).

ARTICLE XV MISCELLANEOUS

Section I Members of the Town of Berlin Middle Management Association shall have the right to live outside the town; provided, however, that the individual makes adequate arrangements to permit a rapid return to duty in case of emergency.

Section II The Town shall provide a complete set of bargaining unit job descriptions to the Association.

Section III. The Town shall provide up to \$250.00 annually to members of the Association whose duties require them to wear OSHA mandated safety equipment, provided receipt for reimbursement is submitted. Such reimbursements shall not include those items specifically exempted from payment under Section 1910.132 of OSHA as same may be amended from time-to-time, including ordinary clothing (such as sweat-shirts and tee-shirts) and other items used for protection from weather., It is expected that employees will wear safety equipment and uniforms at all times when at work. (See Appendix A). The clinical supervisor shall be provided with a Two Hundred Dollar (\$200.00) clothing allowance.

Section IV The Town will provide all members of the bargaining unit who are presently receiving uniforms a sufficient number of complete uniforms and one (1) summer and one (1) winter jacket, and necessary foul weather gear where appropriate. The Town shall provide weekly cleaning of uniforms where necessary. (See Appendix A). To be eligible for this benefit, said employees must wear their uniforms at all times during working hours.

Section V Use of Town Vehicles: Those employees (on 24-hour call) who currently have the use of a Town Vehicle shall retain the use of such vehicle during non-working hours for the purpose of responding to emergency calls. (See Appendix A)

Section VI Meal Reimbursement - An employee working storm-related overtime or during a period of emergency shall be allowed a meal reimbursement up to a maximum of:

Breakfast	\$6.00
Lunch	\$7.50
Dinner	\$10.00

Meal receipts are required for reimbursement.

ARTICLE XVI NO STRIKES OR LOCKOUTS

- a) The Association and the employees expressly agree that during the life of this Agreement, there will be no strikes, slowdowns, picketing, work stoppages, mass absenteeism, mass resignations, or other concerted activities or similar forms of interference with the operations of the Town. Any or all employees participating in such strikes or other prohibited activity described above in this Articles shall be subject to appropriate disciplinary action by the Town, up to and including discharge.
- b) The Town agrees that it will not lockout the employees during the term of this Agreement.

ARTICLE XVII EDUCATION AND TRAINING

Section I The Town agrees to establish and fund an account sufficient in the judgment of the Town Council to provide for the education and training needs of Middle Management personnel, to be administered by the Town Manager.

Section II The Town reserves the right to assign employees to various forms of training, conferences, seminars or academic course work, which will improve his/her ability to perform his/her current or anticipated duties. These assignments shall be made with as little disruption as possible to the employee's personal life and the cost of those assignments mandated by the Town shall be borne by the Town, provided that the employee satisfactorily completes the course.

ARTICLE XVIII SAVINGS CLAUSE

If any article or section of this contract is declared invalid or unconstitutional for any reason, such declaration shall not affect the other articles, sections or portions thereof which shall be valid.

ARTICLE XIX APPOINTMENTS AND RECLASSIFICATIONS

Section I In the case of a vacancy or new unit position that may be established, the bargaining unit will be notified before such position is openly advertised competitively. The Town retains the right to select personnel to fill all vacancies and promotions in its sole discretion, but will give promotional preference to current employees.

Section II The Town shall give the job description of any new unit classification or unit vacancy to the Association as early as practical before it is released to the public, and shall post all job openings.

Section III Any employee, when appointed by the Town Manager to fill a vacancy on an acting basis, shall receive the greater of one-half the difference between his or her salary and that of the vacant position or a five percent (5%) increase over his or her regular salary or wage for the period of time he or she fills the position.

Section IV In the event that job description surveys are made by outside firms for reclassification

purposes, each employee may participate in the survey. The Town shall send a copy of the final report to the Association.

Section V The Town shall not reduce the compensation of any employee by a change of title or description of job classification of the employee without reason and negotiation.

Section VI – Probationary Period. No new employee shall attain seniority or other rights under this Agreement until he/she has been continuously on the payroll of the Town for a period of one (1) year. During such period, he/she shall be on probation and may be disciplined or terminated by the Town in its sole discretion for any reason whatsoever and neither the employee nor the Association shall have recourse to the grievance and arbitration procedure of this Agreement. Upon completion of an employee's probationary period, his/her seniority shall date back to his/her original hiring date. In the event of a promotion, the promoted employee shall serve a six (6) month probationary period. At the conclusion of this six (6) month, period, the employee shall either be permanently appointed or reassigned back to his/her former position.

Section VII In the case of promotions, an employee shall go to that step in the new pay group which insures an increase.

ARTICLE XX GRIEVANCE PROCEDURE

Section I The term "grievance" shall mean a complaint by the Association, on behalf of one or more affected employees, that there has been a violation, misinterpretation, or misapplication of the specific provisions of this Agreement, or that a member of the bargaining unit has been warned, suspended, demoted or discharged without just cause.

Section II Any claim which constitutes a grievance as defined above shall be processed in accordance with the following procedure, and in no other manner:

Section III The Association, through its Grievance Committee consisting of not more than two (2) persons, shall present the grievance in writing to the employee's immediate supervisor within twenty (20) working days after he/she knew or should have known of the occurrence of the event or condition on which the grievance is based. The written grievance shall include a statement of the facts involved, the specific provision(s) of the Agreement alleged to have been violated, and the remedy requested. Within ten (10) working days after the Department Head or other appropriate supervisor receives the grievance, he/she shall meet with the Grievance Committee of the Association, and shall respond to the grievance in writing.

Section IV If the Association is not satisfied with the response to the grievance at the previous step, it may within ten (10) working days after receipt of such response present such grievance in writing to the Town Manager or his/her designee. Within ten (10) working days after the Town Manager or his/her designee receives the grievance, he/she shall meet with the Grievance Committee, and shall respond to the grievance in writing.

Section V If the Association is not satisfied with the response to the grievance at the previous step, it may within ten (10) working days after receipt of such response present such grievance in writing to the Connecticut State Board of Mediation and Arbitration or the American Arbitration Association (AAA), at the election of the Association, for grievances involving dismissal or suspensions of over

five (5) working days, or by mutual agreement of the parties with a copy to the Town. The Board shall hear and decide the case in accordance with its rules and regulations. However, the arbitrators shall hear and decide only one case at a time and shall have no power to add to, delete from, or modify in any way any of the terms of this Agreement. The decision of the arbitrators shall be final and binding on all parties.

Section VI Any grievance not presented in writing within twenty (20) working days after the employee knew or should have known of the occurrence of the event or condition on which it is based shall be waived. Failure of the Town to respond in writing at any step of the grievance procedure within the appropriate time limit shall entitle the Association to appeal to the next step of the procedure without awaiting a response.

Section VII Either party is entitled to representation of its choice at any level of the grievance procedure, provided that the costs of such representation shall be borne entirely by the party requesting it. The cost of arbitration, if any, shall be borne equally by the parties.

ARTICLE XXI DISCIPLINE AND DISCHARGE

Section I A written warning or reprimand received by a member shall be inadmissible and of no force or effect for any purposes whatsoever two (2) years afterwards, unless during such year the member received another written warning or reprimand for the same or similar reason. Records of other penalty and disciplinary actions will be similarly voided if no further action has been taken after three (3) years following the date of the incident.

Section II No employee shall be discharged, demoted or otherwise disciplined without just cause.

**ARTICLE XXII
DURATION**

The effective date of the agreement shall be July 1, 2016, except as otherwise noted, and the agreement shall remain in effect until June 30, 2019 and shall continue in effect from year to year thereafter, until a new contract shall be negotiated and adopted. Either party wishing to negotiate a new contract shall notify the other in writing between one hundred and twenty days and one hundred and eighty days prior to the expiration of this Agreement of its desire to amend, modify or revise this Agreement.

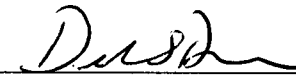
IN WITNESS WHEREOF, the parties hereunto have caused their names to be signed this 17 day of FEBRUARY, 2017.

TOWN OF BERLIN

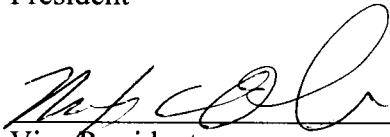


Temporary Town Manager

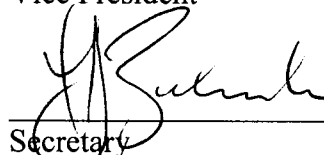
BERLIN MIDDLE MANAGEMENT ASSOCIATION



President



Vice President



Secretary

APPENDIX A – EQUIPMENT, UNIFORMS AND VEHICLES

Section I \$250. Annual Safety Equipment Allowance is applicable to the positions of Fleet Management Director, Foreman of Public Grounds, Superintendent of Public Grounds, Superintendent of Highways, Foreman of Highways, Assistant Director of Golf, Chief Fire Marshal, Foreman of Water Control, Foreman of Building Maintenance, Building Inspector, Assistant Building Inspector, and Deputy Fire Marshal/EMD.

Section II Uniforms shall be provided for positions of Foreman of Public Grounds, Superintendent of Public Grounds, Superintendent of Highways, Fleet Management Director, Assistant Director of Golf, Foreman of Highways, Chief Fire Marshal, Foreman of Water Control, Foreman of Building Maintenance, and Deputy Fire Marshal/EMD.

Section III Town vehicles are authorized for the positions of Foreman of Public Grounds, Superintendent of Public Grounds, Foreman of Highways, Fleet Management Director, Superintendent of Highways, Chief Fire Marshal, and Deputy Fire Marshal/EMD who are on 24 hour call for the Town.

Section IV All uniforms shall be Town approved uniforms.

APPENDIX B – FLSA CLASSIFICATION

Administrative Assistant to TM	Non-exempt
Assessment Technician	Non-exempt
Assistant Building Inspector	Non-exempt
Assistant Children's Librarian	Non-exempt
Assistant Senior Center Director	Non-exempt
Children's Librarian	Non-exempt
Computer Technician	Non-exempt
Deputy Town Clerk	Non-exempt
Engineering Technician	Non-exempt
Foreman, Building Maintenance	Non-exempt
Foreman, Highway	Non-exempt
Foreman, Public Grounds	Non-exempt
Foreman, WCC	Non-exempt
Reference Librarian / Digital Services	Non-exempt
Social Worker	Non-exempt
Water Control Technician	Non-exempt
Account/Budget Analyst	Exempt
Accountant	Exempt
Assessor	Exempt
Assistant Director of Golf	Exempt
Assistant Town Planner	Exempt
Building Inspector	Exempt
Chief Fire Marshal	Exempt
Clinical Nursing Supervisor	Exempt
Collector of Revenue	Exempt
Construction Manager	Exempt
Deputy Director of Public Works	Exempt
Deputy Fire Marshal / EMD	Exempt
Director of Social & Youth Svc	Exempt
Economic Development Director	Exempt
Fleet Management Director	Exempt
Head of Adult Services	Exempt
Head of Children & Teen Services	Exempt
Head of Circulation	Exempt
Information Technology Manager	Exempt
IT Specialist - Police	Exempt
Purchasing Agent	Exempt
Senior Center Director	Exempt
Superintendent Highways	Exempt
Superintendent of Public Grounds	Exempt
Superintendent of Recreation	Exempt
Treasurer	Exempt

APPENDIX C – POSITIONS BY GROUP

Group 1
Administrative Assistant
Assistant Senior Center Director
Children's Library Assistant
Children's Librarian
Deputy Town Clerk
Reference Librarian / Digital Services
Social Worker

Group 2
Accountant/Budget Analyst
Assessment Technician
Assistant Building Inspector
Budget Analyst
Computer Technician
Director of Social & Youth Services
Engineering Technician
Foreman of Building Maintenance
Foreman of Highways
Foreman of Pubic Grounds
Foreman of Water Control
Head of Adult Services
Head of Children & Teen Services
Head of Circulation
Purchasing Agent
Senior Center Director
Treasurer

Group 3
Assessor
Assistant Director of Golf
Assistant Town Planner
Building Inspector
Clinical Nursing Supervisor
Collector of Revenue
Construction Project Manager
Deputy Fire Marshal/EMD
Economic Development Director
Fleet Management Director
Information Technology Manager
Information Technology Specialist - Police
Superintendent of Highways
Superintendent of Public Grounds
Superintendent of Recreation
Water Control Technician

Group 4
Chief Fire Marshal
Deputy Director of Public Works

APPENDIX D – SALARY SCHEDULE

Group A

Step	7/1/2016	7/1/2017	7/1/2018
1	Eliminated		
2			
3	44,800	45,808	46,839
4	45,966	47,000	48,058
5	47,132	48,192	49,276
6	48,298	49,385	50,496
7	49,465	50,578	51,716
8	50,631	51,770	52,935
9	51,797	52,962	54,154
10	52,964	54,156	55,375
11	54,132	55,350	56,595
12	55,298	56,542	57,814
13	56,466	57,736	59,035
14	57,049	58,333	59,645
15	57,632	58,929	60,255
16	58,213	59,523	60,862
17	58,799	60,122	61,475
18	59,380	60,716	62,082
19	59,965	61,314	62,694
20	60,547	61,909	63,302
21	61,130	62,505	63,911

Group C

Step	7/1/2016	7/1/2017	7/1/2018
1	Eliminated		
2			
3	65,306	66,775	68,277
4	67,195	68,707	70,253
5	69,081	70,635	72,224
6	70,970	72,567	74,200
7	72,859	74,498	76,174
8	74,745	76,427	78,147
9	76,635	78,359	80,122
10	78,523	80,290	82,097
11	80,411	82,220	84,070
12	82,303	84,155	86,048
13	84,189	86,083	88,020
14	85,134	87,050	89,009
15	86,079	88,016	89,996
16	87,022	88,980	90,982
17	87,965	89,944	91,968
18	89,260	91,268	93,322
19	90,556	92,594	94,677
20	91,851	93,918	96,031
21	93,145	95,241	97,384

Group B

Step	7/1/2016	7/1/2017	7/1/2018
1	Eliminated		
2			
3	58,285	59,596	60,937
4	59,896	61,244	62,622
5	61,505	62,889	64,304
6	63,119	64,539	65,991
7	64,729	66,185	67,674
8	66,340	67,833	69,359
9	67,948	69,477	71,040
10	69,560	71,125	72,725
11	71,170	72,771	74,408
12	72,778	74,416	76,090
13	74,390	76,064	77,775
14	75,197	76,889	78,619
15	76,001	77,711	79,459
16	76,807	78,535	80,302
17	77,612	79,358	81,144
18	78,385	80,149	81,952
19	79,156	80,937	82,758
20	79,929	81,727	83,566
21	80,701	82,517	84,374

Group D

Step	7/1/2016	7/1/2017	7/1/2018
1	Eliminated		
2			
3	88,567	90,560	92,598
4	90,196	92,225	94,300
5	91,822	93,888	96,000
6	93,450	95,553	97,703
7	95,076	97,215	99,402
8	96,710	98,886	101,111
9	98,337	100,550	102,812
10	99,964	102,213	104,513
11	101,588	103,874	106,211
12	103,216	105,538	107,913
13	104,847	107,206	109,618
14	105,661	108,038	110,469
15	106,476	108,872	111,322
16	107,289	109,703	112,171
17	108,104	110,536	113,023
18	108,920	111,371	113,877
19	109,735	112,204	114,729
20	110,549	113,036	115,579
21	111,365	113,871	116,433

COALITION BARGAINING AGREEMENT

THIS AGREEMENT, made and entered into this 8th day of January, 2015, by and between the Town of Berlin (the "Town") and the following bargaining units (collectively the "Unions"): Berlin Blue Collar Employees (UE Local 222, CILU/CIPU, CILU #52); Berlin White Collar Employees (UE Local 222, CILU/CIPU, CILU #28); Home Care and School Health Care Workers of Berlin Unit #20 (Connecticut Health Care Associates National Union of Hospital and Health Care Employees, AFSCME); and Berlin Middle Management Association.

WHEREAS, the Town and the Unions wish to have a single defined contribution plan for all Town employees;

WHEREAS, the parties wish to enter into a Defined Contribution Retirement Plan Coalition Agreement (hereinafter "DCRP-CA") in an effort to reduce the financial impact of employee retirement plan costs while providing consistency in plan design for all bargaining units;

WHEREAS, a description of the 2015 - 2025 DCRP-CA plan is attached hereto as Exhibit A; and

WHEREAS, except as otherwise provided herein, all terms and conditions of affected Town employees shall be set forth in the collective bargaining agreement between the Town and each of the respective unions named above;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the Town and the Unions, acting of their own free will, hereby agree as follows:

1. DCRP-CA shall replace all individual defined contribution provisions contained in the collective bargaining agreements of the respective unions, and shall be available to those members of the Unions who are eligible Employees as of January 1, 2015.
2. DCRP-CA shall remain in effect from the date of the execution of this agreement until January 1, 2025.
3. If by January 1, 2025, no party seeks a change in the defined contribution retirement plan that is in effect at the time of the execution of this agreement, the Town and a representative of each of the unions named above shall negotiate to develop a successor Defined Contribution Retirement Plan.

IN WITNESS WHEREOF, the undersigned have executed this agreement this 8th of January 2015.

Denise M. McNair
TOWN MANAGER

Walter C. B. B.
BERLIN BLUE COLLAR EMPLOYEES, UE LOCAL
222, CILU/CIPU, CILU #52

Walter C. B. B.
BERLIN WHITE COLLAR EMPLOYEES, UE LOCAL
222, CILU/CIPU, CILU #28

Patty Murphy
HOMECARE AND SCHOOL HEALTH CARE WORKERS OF BERLIN
UNIT #20, CONNECTICUT HEALTH CARE ASSOCIATES NATIONAL
UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME

David D.
BERLIN MIDDLE MANAGEMENT ASSOCIATION

EXHIBIT A

The Town of Berlin Defined Contribution Plan is available to Eligible Participants who are members of the DCRP-CA as follows:

Eligibility Date

- 1) Employees hired prior to January 1, 2015 will be eligible to participate in the plan upon their date of hire.
- 2) Employees hired on or after January 1, 2015 will be eligible to participate following the completion of one full year of service.

Employee Contributions

- 1) Employees hired prior to January 1, 2015 will be eligible to contribute between one (1%) and five (5%) percent of their base wages into the plan.
- 2) Employees hired on or after January 1, 2015 will be eligible to contribute between one (1%) and six (6%) percent of their base wages into the plan.

Employer Matching Contribution

- 1) Employees hired prior to January 1, 2015 will be eligible for a 200% employer match of their contributions to the plan.
- 2) Employees hired on or after January 1, 2015 will be eligible for a 100% employer match of their contributions to the plan.

Duration

The employee and employer contributions defined above will not be eligible for negotiations until the successor agreements following January 1, 2025.

The plan document will be amended to mirror the above noted changes.

APPENDIX F COLATION AGREEMENT – MEDICAL PROGRAM

COALITION BARGAINING AGREEMENT

THIS AGREEMENT, made and entered into this 8th day of February, 2017, by and between the Town of Berlin (the "Town") and the following bargaining units (collectively the "Unions"): Berlin Blue Collar Employees (UE Local 222, CILU/CIPU, CILU #52); Berlin White Collar Employees (UE Local 222, CILU/CIPU, CILU #28); Home Care and School Health Care Workers of Berlin Unit #20 (Connecticut Health Care Associates National Union of Hospital and Health Care Employees, AFSCME); Berlin Middle Management Association; and Berlin Police Union (Fraternal Order of Police Lodge 56).

WHEREAS, the Town and the Unions wish to have a single health benefit plan for all Town employees;

WHEREAS, the parties wish to enter into a Medical Insurance Coalition Agreement (hereinafter "MICA") in an effort to control rising insurance costs;

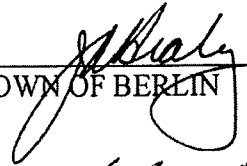
WHEREAS, a description of the 2017-2021 MICA insurance plan is attached hereto as Exhibit A; and


WHEREAS, except as otherwise provided herein, all terms and conditions of affected Town employees shall be set forth in the collective bargaining agreement between the Town and each of the respective unions named above;


NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the Town and the Unions, acting of their own free will, hereby agree as follows:

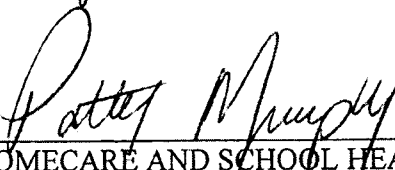
1. The updated MICA agreement effective July 1, 2017 shall replace the existing coalition health insurance provisions from the 2014-2017 agreement. It shall be available to those members of the Unions who are eligible for health insurance as of July 1, 2017.
2. MICA shall remain in effect from the date of the execution of this agreement until July 1, 2021.
3. If by June 30, 2021, no party seeks a change in the insurance plan that is in effect at the time of the execution of this agreement, the Town and a representative of each of the unions named above shall negotiate to develop a successor insurance plan.

IN WITNESS WHEREOF, the undersigned have executed this agreement this 8 of February 2017.


TOWN OF BERLIN


BERLIN BLUE COLLAR EMPLOYEES, UE LOCAL
222, CILU/CIPU, CILU #52


BERLIN WHITE COLLAR EMPLOYEES, UE LOCAL
222, CILU/CIPU, CILU #28


HOMECARE AND SCHOOL HEALTH CARE WORKERS OF BERLIN
UNIT #20, CONNECTICUT HEALTH CARE ASSOCIATES NATIONAL
UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME


BERLIN MIDDLE MANAGEMENT ASSOCIATION


THE BERLIN POLICE UNION FRATERNAL ORDER OF POLICE LODGE 56

TOWN OF BERLIN MEDICAL PROGRAM

July 1, 2017 - June 30, 2021

OPTION 1: Century Preferred PPO:

NO CHANGE IN CURRENT PLAN DESIGN

In-Network: Hospital Co-pay Outpatient Surgery Co-pay Emergency Room Co-pay Urgent Care Office Co-pay (Prev/Sick/Specialist) Maximum Out-of-Network: Deductible (Ee/Ee+Sp/Family) 80% Coins to OOP Lifetime Maximum Dependent Child Age	Employee Cost \$100 Co-pay \$100 Co-pay \$100 Co-pay \$25 Co-pay \$0 / \$20 / \$20 Co-pay unlimited \$200 / \$400 / \$500 Deductible \$1000 / \$2000 / \$2500 OOP \$1,000,000 To age 26
Prescription Drug: Retail Co-pay Mail Order Co-pay Maximum Formulary	Managed Drug Plan \$10 / \$25 / \$40 Co-pay \$20 / \$50 / \$80 for 90 days No annual maximum 3 Tier Formulary Plan

RIDERS INCLUDED WITH MEDICAL PLAN OPTIONS:

Vision:	Blue View Vision Plan BVMO
Dental:	Full
Rider A, B, C & D	Yes
Dependent Child Coverage	To age 26

EMPLOYEE PREMIUM COST SHARES

Century Preferred PPO	
Plan Year 2017-2018	20% Employee Cost Share 80% Employer Cost Share
Plan Year 2018-2019	23% Employee Cost Share 77% Employer Cost Share
Plan Year 2019-2020	25% Employee Cost Share 75% Employer Cost Share
Plan Year 2020-2021	27% Employee Cost Share 73% Employer Cost Share

TOWN OF BERLIN MEDICAL PROGRAM

July 1, 2017 - June 30, 2021

OPTION 2: High Deductible Plan & HSA:

\$2,000/\$4,000 High Deductible plan with HSA.

All Well Visits provided at no cost to the participant without impact on deductible.

Managed Rx with co-pays after deductible is met.

Health Savings Account Funding:

Plan Year 2017-2018	Town Funds 100% of Deductible 50% on July 1, 2017 50% on January 1, 2018
<i>During the initial year, if an employee has a medical situation that incurs an expense beyond the balance of their deductible prior to January 1, 2018, the Town will fund the remaining portion of the deductible early to accommodate the employee's need to pay the expense.</i>	
Plan Year 2018-2019	Town Funds 50% of Deductible on July 1st
Plan Year 2019-2020	Town Funds 50% of Deductible on July 1st
Plan Year 2020-2021	Town Funds 50% of Deductible on July 1st

RIDERS INCLUDED WITH MEDICAL PLAN OPTIONS:

Vision:	Blue View Vision Plan BVMO
Dental: Rider A, B, C & D Dependent Child Coverage	Full Yes To age 26

EMPLOYEE PREMIUM COST SHARES

High Deductible with H.S.A.	
Plan Year 2017-2018	16% Employee Cost Share 84% Employer Cost Share
Plan Year 2018-2019	16% Employee Cost Share 84% Employer Cost Share
Plan Year 2019-2020	17% Employee Cost Share 83% Employer Cost Share
Plan Year 2020-2021	17% Employee Cost Share 83% Employer Cost Share

TOWN OF BERLIN MEDICAL PROGRAM

July 1, 2017 - June 30, 2021

WELLNESS INCENTIVE

The Town will continue to offer a Wellness Incentive that provides a monetary incentive to employees who participate in the program. In order to be eligible, employees and their participating dependents must have completed all of their age appropriate screenings and have their physician certify completion of those screenings.

Plan Year 2017-2018	\$100 Single Option \$200 Employee plus One Option \$300 Family Option
Plan Year 2018-2019	\$200 Single Option \$300 Employee plus One Option \$500 Family Option
Plan Year 2019-2020	\$200 Single Option \$300 Employee plus One Option \$500 Family Option
Plan Year 2020-2021	\$200 Single Option \$300 Employee plus One Option \$500 Family Option

Employees participating in the High Deductible/H.S.A. plan can elect to have their wellness incentive benefit deposited directly into their Health Savings Account

INSURANCE WAIVER BENEFIT

Upon presentation of documentation that an employee is covered under a health insurance policy existing elsewhere, an employee may elect to waive, in writing, all health and dental insurance coverage. In lieu of such health insurance and dental coverage, such employee may receive on an annual basis the following amounts (paid quarterly):

Individual Coverage: \$500, Employee Plus One: \$1,800, Family: \$2,500

** Employees who elect to waive coverage and receive the In Lieu of Premium will not be eligible to enroll in benefits (or the Wellness Incentive) until open enrollment unless he/she has a qualifying event as defined in the federal regulations and which allows for changes midyear. At which point, the Waiver would discontinue.*

If in any year of this agreement, the insurance premium increases more than 10%, the Coalition Agreement may be opened to re-evaluate premium cost shares.