

AGREEMENT

BETWEEN

**REGIONAL SCHOOL DISTRICT NO. 13
BOARD OF EDUCATION**

and

FOOD SERVICE EMPLOYEES

LOCAL 1303-438 OF COUNCIL 4

AFSCME, AFL-CIO

**July 1, 2016 through June 30, 2019
Including the wage & insurance reopeners
for 2017-18 and 2018-19**

TABLE OF CONTENTS

Article 1	Recognition	1
Article 2	Union Security and Payroll Deduction	1
	Section 2.1 - Dues	1
	Section 2.2 - Deductions	1
	Section 2.3 - Certification of Dues	1
	Section 2.4 - Remittance	1
	Section 2.5 - Indemnification.....	1
	Section 2.6 - Orientation	2
Article 3	Probationary Period	2
Article 4	Seniority	2
	Section 4.1 - Defined	2
	Section 4.2 - Supplements.....	2
	Section 4.3 - Substitutes.....	2
	Section 4.4 - Seniority Forfeiture.....	2
	Section 4.5 - Seniority List	3
Article 5	Vacancies and Transfers	3
	Section 5.1 - Vacancies.....	3
	Section 5.2 - Transfer.....	3
	Section 5.3 - Layoff	3
Article 6	Hours of Work and Overtime	3
	Section 6.1 - Work Schedules	3
	Section 6.2 - Overtime in Excess of Forty (40) Hours and Weekends	4
	Section 6.3 - Inclement Weather and Emergency Situations.....	4
	Section 6.4 - Testing Day or Field Trip Day	4
Article 7	Grievance and Arbitration Procedures.....	4
	Section 7.1 - Grievance.....	4
	Section 7.2 - Procedure	4
Article 8	Disciplinary Action.....	6
Article 9	Sick Leave.....	6
	Section 9.1 - Sick Leave	6
	Section 9.2 - Accumulation.....	7
	Section 9.3 - Medical Certificate	7
	Section 9.4 - Maternity Leave.....	7
Article 10	Personal Leave	7
	Section 10.1 - Eligibility	7
	Section 10.2 - Procedure	7
	Section 10.3 - Qualifying Circumstances	8

Section 10.4 - Bereavement	8
Article 11 Jury Duty/Legal Leave.....	8
Section 11.1 - Jury Duty	8
Section 11.2 - Subpoenaed.....	8
Article 12 Holidays	8
Section 12.1 - Holidays.....	8
Section 12.2 - Holiday Falls on Weekend	9
Article 13 Uniforms	9
Article 14 Insurance	9
Section 14.1.....	9
Section 14.2.....	10
Section 14.3.....	11
Section 14.4.....	11
Section 14.5.....	11
Section 14.6.....	11
Article 15 Wages.....	12
Section 15.1 - Wages	12
Section 15.2 - Work Performed as 1 st Cooks.....	12
Section 15.3 - Use of Personal Vehicles	12
Article 16 Pension.....	12
Article 17 No Strike/Lockout.....	12
Article 18 Use of School Facilities	13
Section 18.1 - Bulletin Boards	13
Article 19 Savings Clause	13
Article 20 Duration	13
Section 20.1 - Effective Dates	13
Section 20.2 - Negotiations.....	13
Section 20.3 - Amendment	13
Appendix A Authorization for Payroll Deduction and Representation.....	15
Appendix B Wages.....	16
Appendix C Insurance Grid.....	17

ARTICLE 1
RECOGNITION

The Regional School District No. 13 Board of Education (the “Board”) recognizes Food Service Employees, Local 1303-438 of Council 4, AFSCME, AFL-CIO (the “Union”) as the sole and exclusive representative for the purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment for all part-time and full-time food service employees regularly scheduled to work fifteen (15) hours or more per week for the Board, except those employees excluded by the provisions of MERA.

ARTICLE 2
UNION SECURITY AND PAYROLL DEDUCTION

Section 2.1 - Dues

All employees in the bargaining unit shall, as a condition of employment, become and remain a member of the Union in good standing, or pay a service charge set by the Union in accordance with law for the duration of this Agreement or any extension thereof.

Section 2.2 - Deductions

Upon receipt of a signed authorization form from the employee involved, a copy of which is attached to this Agreement as Appendix A, the Board agrees to deduct from the employee’s pay, each payroll period, such dues and/or service fees as determined by the Union.

Section 2.3 - Certification of Dues

The amount will be certified by the President of the Union in writing and may be raised or lowered by the Union upon thirty (30) days written notification by said officer to the Board.

Section 2.4 - Remittance

Such payroll deductions, as provided herein, shall be made payable to AFSCME Local 1303 at 444 East Main Street New Britain, CT 06051. Such remittance shall be sent to the Union by the fifteenth (15th) day of the next month following the month in which such dues and/or service fees were deducted along with a list of names and addresses of employees from whom the deductions have been made.

Section 2.5 - Indemnification

The Union shall indemnify and hold the Board harmless from any and all demands, suits, complaints, claims, costs and liabilities arising out of the administration or enforcement of this Article.

Section 2.6 - Orientation

The Union shall have the right and opportunity to hold an orientation session with newly hired employees. The orientation session shall be for the purpose of explaining the new employee's contractual rights and introducing him/her to the Union. The orientation will be held within twenty (20) days of the employee's hire date and shall be during working hours at a time agreed by the employees' immediate supervisor, not to exceed one (1) hour in duration.

ARTICLE 3
PROBATIONARY PERIOD

Each new employee shall serve a probationary period of ninety (90) working days from his or her date of hire and shall have neither seniority rights nor grievance rights during this period, but shall be subject to all other provisions of this Agreement. During the probationary period, an employee may be terminated for any reason at the discretion of the Superintendent or his/her designee, without recourse to the just cause provision of this Agreement.

ARTICLE 4
SENIORITY

Section 4.1 - Defined

Seniority shall be determined by the length of continuous service with the District from date of employment within the bargaining unit.

Section 4.2 - Supplements

Students may be used to supplement, but not replace, bargaining unit employees.

Section 4.3 - Substitutes

Bargaining unit members shall not be required to obtain their own substitutes.

Section 4.4 - Seniority Forfeiture

Seniority is forfeited under any of the following circumstances:

- 1) Voluntary resignation.
- 2) Discharge for just cause.

However, extenuating circumstances may be raised by the employee and may be taken under consideration by the Board.

Section 4.5 - Seniority List

The Board shall maintain a seniority list for food service employees. A copy of an updated list shall be furnished to the President of the Local each year during the month of July. Any objection to the seniority list shall be submitted to the Board in writing within ten (10) working days of receipt of the list.

ARTICLE 5
VACANCIES AND TRANSFERS

Section 5.1 - Vacancies

For purposes of this Agreement, a vacancy shall be defined as “an opening which has arisen through a resignation, retirement, or termination.” The Board will notify the Union of vacancies. Employees wishing to be considered for assignment to such vacancies may submit their request in writing to the Director of Food Services, and shall be considered for the position prior to outside applicants. If in the judgment of the Superintendent of Schools or his/her designee there are two or more employees of equal qualifications, skills, knowledge and ability, the most senior employee shall receive the position. If no bargaining unit employee is qualified to perform the work in question in the judgment of the Superintendent or his/her designee, the Board may fill the vacancy in its discretion from any other source.

Section 5.2 - Transfer

A transfer shall be made only after a meeting between the person involved and the Superintendent, or his/her designee, at which time the person shall be notified of the reasons for the transfer. Such meeting shall occur at least three (3) days prior to the effective date of the transfer. Transfers shall not be arbitrary or capricious.

Section 5.3 - Layoff

Layoffs shall occur in reverse order of seniority within each classification (1st Cook, 2nd Cook, Manager).

ARTICLE 6
HOURS OF WORK AND OVERTIME

Section 6.1 - Work Schedules

The Food Service Director shall have the responsibility for establishing and maintaining work schedules. Schedules shall be fixed as of August 15 each year and a copy of such shall be forwarded to the local president. If, during the school year, there is an operational need to change schedules, then the Food Service Director shall meet and confer with the Union prior to making any such change. No change in schedules shall be made without two (2) weeks prior written notice. Nothing in this provision shall prevent

the Food Service Director from re-assigning employees to different locations for no more than five (5) consecutive work days to fulfill staffing requirements. If additional time is needed, the Food Service Director shall meet with the Union President to discuss an extended re-assignment.

Section 6.2 - Overtime in Excess of Forty (40) Hours and Weekends

Overtime will be paid at the rate of time and one-half (1 ½) the regular straight time rate for all work actually worked in excess of forty (40) hours of work in any one work week. Employees who actually work on Saturdays as required by the Board shall be paid at the rate of time and one-half (1 ½) the regular straight time rate for all work actually worked. Employees who actually work on Sundays as required by the Board shall be paid at the rate of double (2X) time for all work actually worked.

Section 6.3 - Inclement Weather and Emergency Situations

Employees are expected to report to work when there is a delayed opening as soon as conditions permit or they shall not be compensated for the day.

Section 6.4 - Testing Day or Field Trip Day

During one of the scheduled testing days or field trip days designated by the Board an employee shall have the ability to use one (1) personal day.

ARTICLE 7
GRIEVANCE AND ARBITRATION PROCEDURES

Section 7.1 - Grievance

For the purpose of this Agreement, the term "grievance" shall mean a written complaint by an employee or the Union that there has been an alleged violation, misinterpretation or misapplication of a specific provision of this Agreement. A grievance may be filed by an individual employee, a group of employees, or the Union. The Board and the Union agree that it is in the best interest of all parties that disputes between the parties be handled through informal discussions between the parties.

Section 7.2 - Procedure

Any such grievance shall be settled in accordance with the following grievance procedure:

- (a) Step-1 – The grievant or the Union shall present the grievance in writing to the Director of Food Services within fifteen (15) working days of the occurrence of the event giving rise to the grievance. The Director of Food Services shall meet with the grievant(s) and/or the Union and provide a

written disposition regarding the grievance to the Union President or designee within ten (10) working days of its receipt.

- (b) Step-2 – If the grievance is not settled in the first step, the grievant or the Union may submit the grievance to the Business Manager within five (5) working days of receiving the Step 1 disposition. The Business Manager shall meet with the grievant(s) and/or Union and provide a written disposition regarding the grievance within ten (10) working days of its receipt.
- (c) Step-3 – If the grievance is not settled at the second step, the grievant or the Union may submit the grievance to the Superintendent of Schools within five (5) working days of receiving the Step 2 decision. The Superintendent of Schools shall conduct a meeting related to same, and shall provide a written disposition regarding the grievance within ten (10) working days of said meeting.
- (d) Step-4 – If the grievance is not settled, the Union may submit the grievance to arbitration before the Connecticut State Board of Mediation and Arbitration (SBMA). The request for arbitration shall be in writing and must be filed with the SBMA no later than twenty (20) calendar days after receipt of the written answer at Step 4 above, with a copy of such filing to the Superintendent of Schools.

The arbitrator's awards shall be final and binding. The arbitrators shall be bound and must comply with all the terms of this Agreement and shall have no power to add to, subtract from, or in any way modify the provisions of this Agreement.

Failure by the grievant to submit a grievance at Step 1 of the grievance procedure within fifteen (15) working days of the date of the event giving rise to the grievance shall constitute waiver of the grievance. Failure by the grievant(s) or the Union at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level. Failure of the Boards at any level to respond to the grievance within the specified time limits shall allow the Union to proceed to the next step in the grievance procedure.

In the event that a grievance hearing is conducted during normal working hours, one (1) officer and the grievant shall be granted time off with pay to present such grievance to the Administration.

ARTICLE 8
DISCIPLINARY ACTION

No employee shall be discharged or otherwise disciplined without just cause. Disciplinary actions shall normally progress as follows:

- A. Verbal warning
- B. Written warning
- C. Suspension
- D. Discharge

Certain infractions may require immediate suspension or discharge at the discretion of the Superintendent.

Upon reasonable notice of a disciplinary meeting, an employee shall be notified of his or her right to union representation.

ARTICLE 9
SICK LEAVE

Section 9.1 - Sick Leave

During the first year of employment, employees regularly working twenty (20) or more hours per week shall accumulate sick days at the rate of one (1) day for each working month, and shall not exceed ten (10) days per contract year. For every subsequent year, employees shall receive ten (10) days per year, at the start of the school year.

Sick leave may be used under the following circumstances:

- The employee is unable to perform her or his normal duties because of illness or physical incapacity.
- The employee's presence, because of contagious disease or other conditions, would endanger the health of others.
- Medical, optical, dental or other appointments or procedures necessary to the maintenance of health, or the diagnosis and/or treatment of illness that cannot be attended to during off-duty hours.
- Employees regularly working twenty (20) or more hours per week may use up to five (5) days per year to attend to the illness of an immediate family member who resides in the same household as the employee.

Employees working less than twenty (20) hours per week shall be eligible for paid sick leave in accordance with Public Act 11-52 after having worked 680 hours and averaging at least ten (10) hours per week in the most recently completed calendar quarter. In such instance, such employees shall receive five (5) days of sick leave yearly. For the purpose of this provision a day shall be based on the average number of hours regularly scheduled.

Section 9.2 - Accumulation

Unused sick time may accumulate from year to year, up to a maximum of one hundred and twenty-five (125) days. Employees with greater than one hundred and twenty-five (125) days accumulated sick leave upon the effective date of this Agreement shall retain all current accumulated sick days for the purpose of use. If, however, an employee with greater than one hundred and twenty-five (125) accumulated sick days at the effective date of Agreement exhausts their accumulated sick leave to below the day maximum limit, said employee shall be subject to the one hundred and twenty-five (125) day maximum accumulation.

Section 9.3 - Medical Certificate

The Business Office may require an employee to furnish a medical certificate for a period of absence in excess of three (3) consecutive working days, or in cases of suspected sick leave abuse.

Section 9.4 - Maternity Leave

Eligible employees shall receive maternity leave in accordance with applicable state and federal law.

ARTICLE 10 PERSONAL LEAVE

Section 10.1 - Eligibility

Employees working twenty (20) or more hours per week shall receive three (3) personal days per fiscal year for sensitive necessary private, personal business that cannot otherwise be conducted outside the workday. Personal days shall not accumulate from year to year. Sick leave shall not be used for personal leave. Personal days shall not be used to extend vacations or holidays, unless specifically allowed by the Superintendent of Schools.

Section 10.2 - Procedure

The employee must submit a written request to the Director of Food Services at least twenty-four (24) hours in advance of the day for which personal leave is requested. In case of emergency, this requirement may be waived.

Section 10.3 - Qualifying Circumstances

The following are circumstances that qualify for personal leave that may be approved by the Superintendent:

- (a) Formal religious observance of a holy day.
- (b) A legal transaction that cannot be scheduled outside of working hours, which requires the employee's presence.
- (c) Weddings, if family member or member of bridal party.
- (d) Birth of child by spouse.
- (e) College graduation of immediate family.
- (f) Other personal reasons approved by the Superintendent.

Section 10.4 - Bereavement

Each employee shall be entitled to three (3) bereavement days per year for a death in the immediate family. Immediate family shall be defined as mother, brother, sister, child, grandchild, grandparent, significant other, domestic partner, in-laws or other person domiciled in the home.

ARTICLE 11 JURY DUTY/LEGAL LEAVE

Section 11.1 - Jury Duty

An employee serving jury duty shall receive the difference between the jury fees and his or her regular salary if the employee notifies the Board within three (3) working days of receiving notice of jury duty.

Section 11.2 - Subpoenaed

If an employee is subpoenaed as a witness on behalf of the District in any agency or court proceeding, said employee shall be paid her/his regular wage for any absence occasioned by such subpoena.

ARTICLE 12 HOLIDAYS

Section 12.1 - Holidays

Bargaining unit members who work twenty (20) or greater hours per week shall be entitled to five (5) paid holidays.

- Thanksgiving Day

- Christmas Day, December 25
- New Years Day, January 1
- Columbus Day
- Memorial Day

Section 12.2 - Holiday Falls on Weekend

- A. Whenever the holiday listed above falls on a Sunday, the following Monday shall be observed as the holiday.
- B. Whenever the holiday listed above falls on a Saturday, the preceding Friday shall be observed as the holiday.

**ARTICLE 13
UNIFORMS**

Employees are required to wear smocks supplied by the Board. Smocks may be chosen from a list developed by the Food Service Director and the Union President. Employees shall be able to purchase up to five (5) smocks not to exceed one hundred dollars (\$100) per year, and be reimbursed.

**ARTICLE 14
INSURANCE**

Section 14.1 - Employees regularly working twenty-five (25)* or more hours per week or more shall be offered coverage from one of the two plans listed below and pay the premium in accordance with the following terms and conditions.

*Employees currently enrolled in one of the district’s health plans, who regularly worked between twenty (20) and twenty-five (25) hours per week during the 2013-2014 school year, who maintain a regular schedule of at least twenty (20) hours per week, and who remain continuously enrolled, may continue to participate in health coverage under the terms and conditions listed in this Article. Any such employee whose regular schedule falls below twenty (20) hours per week, or who terminates coverage, shall no longer be eligible to participate.

High Deductible Health Plan

The Board shall offer eligible employees a high deductible health (HDHP) plan with a health savings account (HSA) feature, including the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2,000/\$4,000 combined in or out of network deductible	
Co-insurance	100% co-insurance	70% co-insurance after

	after deductible, subject to co-insurance maximum	deductible, subject to co-insurance maximum
Co-insurance Maximum (individual/aggregate family)	\$2,000/\$4,000 maximum out of pocket in network \$4,000/\$8,000 maximum out of pocket out of network	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible not applicable 100% Coinsurance	70% co-insurance after deductible, subject to co-insurance maximum
Prescription Drug Coverage	No co-payments for prescription drugs once the deductibles have been met	

A summary of the HDHP plan shall be included in Appendix C for informational purposes only.

For employees electing the HDHP Plan, the Board will contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts throughout the course of the year, on the Board's payroll dates. The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed employees. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

The following premium cost sharing provisions shall apply to employees electing the HDHP plan during the term of this Agreement:

Effective July 1, 2017, the Board agrees to pay ninety percent (90%) and the employees agree to pay ten percent (10%), of the cost of coverage under the HDHP plan. Effective July 1, 2018, the Board agrees to pay eighty nine percent (89%) and the employees agree to pay eleven percent (11%), of the cost of coverage under the HDHP plan.

The Board shall pay one hundred percent (100%) of the employee and sixty percent (60%) of the family cost for the standard full dental plan with Rider A. Employees may elect the Flex Dental 24 Plan. If the employee selects the Flex 24 Plan, the employee shall be responsible for any additional costs beyond the costs associated with the standard full plan with Rider A. A summary description of the plan is contained in Appendix C, for informational purposes only.

Section 14.2 - Employees shall have the option of choosing the Blue Cross Flex Plan with orthodontic coverage. Employees electing such option shall pay the difference between the cost of the Full Plan and the Flex Plan. A summary description of the two plans is contained in Appendix C, for informational purposes only. Dependent coverage is up to age twenty-three.

Section 14.3 - Employees retiring before the age of sixty-five (65) with at least ten (10) years of service to the Board may elect to continue insurance coverage through age sixty-four (64) providing there is no cost to the district and the insurance carriers agree. The employee will pay one hundred percent (100%) of the contracted rate for this coverage. Payment for such coverage shall be individually arranged by the employee with the Board.

Section 14.4 - Subject to law, including the rules and regulations of the Internal Revenue Service, the Board, shall maintain a "Section 125" salary reduction agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums.

Section 14.5 - The Board shall have the right to change insurance carriers (including a change in third party administrators) in whole or in part, in order to provide the insurance coverage set forth above, provided that the plan(s) which result(s) from change in carriers or third party administrators are, substantially equivalent as a whole to the plan(s) described above, in terms of coverage, benefits, and administration.

The President of the Union shall be notified in writing within thirty (30) days of any intention to change carriers or third-party administrators and shall have a reasonable opportunity to review the proposed changes, but shall have no more than thirty (30) days from the date the new plan is presented to the Union. The proposed changes shall be presented to the Union through a Board Committee including a representative of the insurance carrier who will explain the proposed changes. If the Union does not approve of the proposed changes recommended by the Superintendent, it shall submit a written statement detailing the reasons for such disapproval, specifically listing the reduction in the level of coverage, benefits or administration to which it objects. The Union must serve this written statement within thirty (30) days of the meeting noted above. Failure to submit such statement within the thirty (30) day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue.

If the Union disapproves of any change pursuant to the written statement noted above, it may submit the issue to arbitration within fifteen (15) calendar days of receipt of notice from the Superintendent that the Board intends to implement to new plan. The Board must receive a written decision therein prior to implementing any change. The sole substantive issue for arbitration shall be as follows: Is the proposed insurance plan(s) substantially equivalent to the existing plan(s) in terms of benefits, coverage and administration.

Section 14.6 - Life Insurance

Employees shall be eligible to participate in the Board's life insurance plan for \$20,000. The contribution by the Board is 95%, with the employee contributing 5%.

ARTICLE 15
WAGES

Section 15.1 - Wages

Employees shall receive the following General Wage Increases during the life of this Agreement:

Three (3) categories, Cook 1, Cook 2 and Manager.

July 1, 2017: 2.75% increase

July 1, 2018: 2.75% increase

Newly hired employees shall be paid ninety percent (90%) of the standard rate for the employee's first full year of employment. Upon completion of the first full year of employment, employees shall receive the standard rate of pay.

Payments shall be made via direct deposit.

Wage Schedules are attached hereto as Appendix B.

Section 15.2 - Work Performed as 1st Cooks

2nd Cooks required to work as a 1st Cooks shall be paid at the higher rate for all hours worked.

Section 15.3 - Use of Personal Vehicles

Any employee required to use her/his own personal vehicle for school business shall be paid a transportation allowance of the current IRS rate per mile for each mile driven for such school business.

ARTICLE 16
PENSION

Pension benefits shall be provided in accordance with the Regional School District No. 13 Pension Plan.

ARTICLE 17
NO STRIKE/LOCKOUT

The Board and the employees agree that there shall be no strikes or lockouts during the life of this Agreement.

ARTICLE 18
USE OF SCHOOL FACILITIES

Section 18.1 - Bulletin Boards

At least one bulletin board in an accessible location shall be reserved for the use of the Union in each school for the posting of official Union notices or announcements.

ARTICLE 19
SAVINGS CLAUSE

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 portion of the Agreement shall not be affected thereby, it being the intention of the parties adopting the Agreement that no portion thereof, or provision 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 others.

ARTICLE 20
DURATION

Section 20.1 - Effective Dates

This Agreement shall take effect July 1, 2017 and remain in full force and effect until June 30, 2019, and from year to year thereafter unless renegotiated as herein prescribed. This Agreement shall remain in full force and effect during the period of negotiations for a successor Agreement.

Section 20.2 – Negotiations

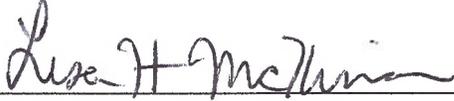
If either party wishes to modify this Agreement upon its expiration, such party shall notify the other party in writing at least one hundred fifty (150) days prior to July 1, 2019.

Section 20.3 - Amendment

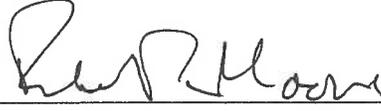
This Agreement may be amended by mutual agreement between the parties. Any such agreement entered into shall be reduced to writing and shall be signed by the Board and the President of the Union thereafter to be incorporated by reference into this Agreement.

SIGNATURE

IN WITNESS WHEREOF, the undersigned parties have hereunto set their hands and seals this 28th day of August, 2017.



COUNCIL 4 STAFF REPRESENTATIVE
AFSCME, COUNCIL # 4 AFL-CIO



REGIONAL SCHOOL DISTRICT
NO. 13 BOARD OF EDUCATION



PRESIDENT AFSCME LOCAL 1303-438



AFSCME LOCAL 1303-438
NEGOTIATING TEAM MEMBER

APPENDIX A

CONNECTICUT MUNICIPAL COUNCIL NO. 4
AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES AFL-CIO

AUTHORIZATION FOR PAYROLL DEDUCTION AND REPRESENTATION

By : _____
Please Print Last Name First Name Middle

To: _____
Name of Employer

Effective _____ I hereby authorize you to deduct from my earnings the current initiation fee being charged by AFSCME Local No.1303-439 and effective the same date to deduct from my earnings each bi-weekly a sufficient amount to provide for the regular payment of the current rate of monthly union dues, as certified by the Union. The amount deducted shall be paid to the treasurer of AFSCME Local 1303 the American Federation of State, County, and Municipal Employees. This authorization shall remain in effect in accordance with the working agreement or until termination of my employment.

Effective _____ I hereby authorize the Connecticut Municipal Employees Council No. 4 AFSCME and/or its appropriate affiliates to be my representative for collective bargaining.

Signature (Do not Print)

Street Address (Print) Phone No.

City and State (Print) Zip Code

**APPENDIX B
WAGES**

**Effective July 1, 2017
(2.75%)**

Café Manager: \$21.37
Cook 1: \$17.47
Cook 2: \$16.27

**Effective July 1, 2018
(2.75%)**

Café Manager: \$21.96
Cook 1: \$17.95
Cook 2: \$16.72

Appendix C Insurance Grid
INSURANCE PLANS
 FOR INFORMATIONAL PURPOSES ONLY
 2017-2019

BENEFIT	High Deductible Health Plan (HDHP)
Costshares	<p>No Office Visit Maximum</p> <p>In-Network Services Deductible \$2,000/\$4,000(combined with Out-of-Network) Co-insurance \$2,000/\$4,000 maximum out of pocket In Network Preventative care covered at 100% Lifetime In-network - Unlimited</p> <p>Out of Network services subject to coinsurance below: 70% out of network coinsurance Co-insurance \$4,000/\$8,000 maximum out of pocket Lifetime Out of Network - \$1,000,000</p>
Preventive Care	No Deductible-0% Coinsurance
Pediatric	No frequency or age restrictions
Adult	No Deductible-0% Coinsurance No frequency or age restrictions
Vision	No Deductible-0% Coinsurance
Hearing	No Deductible-0% Coinsurance
Gynecological	No Deductible-0% Coinsurance
Medical Services	Subject to Deductible-0% Coinsurance
Medical Office Visit	
Specialist Office Visit	
Mental-Health Care Outpatient Session	
Outpatient PT/OT/Chiro/Speech	Subject to Deductible-0% Coinsurance Unlimited
Allergy Testing	Subject to Deductible-0% Coinsurance
Allergy Treatment/Injections	Unlimited
Diagnostic Lab & X-ray	Subject to Deductible-0% Coinsurance
Inpatient Medical Services	Subject to Deductible-0% Coinsurance
Surgery Fees	Subject to Deductible-0% Coinsurance
Office Surgery	Subject to Deductible-0% Coinsurance
Emergency Care	
Emergency Room	Subject to Deductible-0% Coinsurance
Urgent Care	Subject to Deductible-0% Coinsurance
Ambulance	Subject to Deductible-0% Coinsurance Covered Land & Air Ambulance

BENEFIT	High Deductible Health Plan (HDHP)
Inpatient Hospital General/Medical/Surgical/Maternity (Semi-Private)	Note: All hospital admissions require pre-cert Subject to Deductible-0% Coinsurance
Ancillary Services (Medication, Supplies)	Subject to Deductible-0% Coinsurance
Mental Health	Subject to Deductible-0% Coinsurance
Substance Abuse/ Detox	Subject to Deductible-0% Coinsurance
Inpatient Rehabilitative Services	Subject to Deductible-0% Coinsurance 180 days per member per calendar year
Skilled Nursing Facility Services	Subject to Deductible-0% Coinsurance 220 days per member per calendar year
Home Health	Subject to Deductible-0% Coinsurance Unlimited
Hospice	Subject to Deductible-0% Coinsurance Unlimited
Outpatient Hospital	
Outpatient Surgery Facility Charges	Subject to Deductible-0% Coinsurance
Diagnostic Lab & X-ray	Subject to Deductible-0% Coinsurance
Pre-Admission Testing	Subject to Deductible-0% Coinsurance
Other Services	
Durable Medical Equipment	Subject to Deductible-0% Coinsurance Unlimited
Bariatric Surgery	Included
Prescription Drugs	Plan pays 100% After Deductible is Met Retail 30 Day Supply MOD 100 Day Supply
Infertility	Subject to Deductible-0% Coinsurance No age or cycle restrictions

APPENDIX C (continued)
FOR INFORMATIONAL PURPOSES ONLY
2017-2019

DENTAL PLANS

Benefit	Full Dental A	Flex Dental
Deductible	No deductible. No annual maximum	Category II \$25 deductible Category III \$50 deductible. \$2,000 annual maximum. Separate from annual \$1,000 lifetime maximum on orthodontics
Initial Oral Exam-1 every 36 months	Covered at 100%	Covered at 100%
Periodic Oral Exam-2 times a year	Covered at 100%	Covered at 100%
Prophylaxis-2times a year	Covered at 100%	Covered at 100%
Topical Application of Fluoride	Covered at 100%	Covered at 100%
Space Maintainers to age 19	Covered at 50%	Covered at 100%
X-rays	Covered at 100%	Covered at 100%
Palliative Emergency Treatment	Covered at 100%	Covered at 100%
Fillings	Covered at 100%	Covered at 80%
Root Canal	Covered at 100%	Covered at 80%
Stainless Steel Crowns (Primary Teeth)	Covered at 100%	Covered at 80%
Simple Extractions	Covered at 100%	Covered at 80%
Oral Surgery	Covered at 50%	Covered at 80%
Repair of Dentures	Covered at 100%	Covered at 80%
Relining of Dentures	Covered at 100%	Covered at 80%
Recement of Crowns	Covered at 50%	Covered at 80%
Repair of Bridge	not covered	Covered at 80%
Recement of Bridge	not covered	Covered at 80%
Crowns-1/tooth/5 years	Covered at 50%	Covered at 50%
Post and Core-1/tooth/5 years	not covered	Covered at 50%
Inlays-1/tooth/5 years	Covered at 50%	Covered at 50%
Onlays-1/tooth/5 years	Covered at 50%	Covered at 50%
Periodontics	not covered	Covered at 50%
Prosthetics-1/tooth/5 years	not covered	Covered at 50%
Orthodontics-once per member per lifetime	not covered	Covered up to 50% up to a \$1,000 per member per lifetime to age 19

***All services are payable according to maximum allowable amounts at participating dentists**

***This comparison is a brief description of benefits. This is not a legal document.**

***It is recommended to receive a pre-estimate for services over \$100**