

MIDDLETOWN PUBLIC LIBRARY
BOARD OF TRUSTEES AND MIDDLETOWN PUBLIC LIBRARY EMPLOYEES
ASSOCIATION/NEARI

TENTATIVE AGREEMENT
INFORMAL NEGOTIATIONS

The terms of the parties' collective bargaining agreement effective July 1, 2015 to June 30, 2018 will continue in the next agreement except as modified below:

1. ARTICLE 27 – DURATION

- a. The terms of the parties' current collective bargaining agreement will be effective through June 30, 2017.
- b. The parties will execute a new collective bargaining agreement effective July 1, 2017 through June 30, 2019, which will contain all the terms of the current collective bargaining agreement except as otherwise modified in this Tentative Agreement.
- c. Disbursement of retroactive accrued leave hours for employees working 25 hours weekly from July 1, 2015 – June 30, 2017 for annual leave, sick leave, and personal leave, will be added to the employee's leave accrual on July 1, 2017.

2. ARTICLE 9 – SALARY AND WAGES

Amend Section 9.1 of the July 1, 2017 through June 30, 2019 CBA as follows:

Add the following language to the end of the section: "Effective July 1, 2018 – June 30, 2019, all wage rates will be increased by 1.5%."

3. ARTICLE 13 – SICK LEAVE

- a. Section 13.1

Revise Appendix B (Attached) of the July 1, 2017 through June 30, 2019 CBA.

Amend fifth paragraph to read:

"In addition, if an employee does not take any sick leave during the months of January 1, through June 30, employees shall be entitled to one (1) additional day of personal leave with pay, which will

be credited as of July 1. If an employee does not take any sick leave during the months of July 1 through December 31, employees shall be entitled to one (1) additional day of personal leave with pay, which will be credited as of January 1. Unused personal leave may not be carried over to the next fiscal year. The Library Director shall furnish, upon request, the amount of sick leave and annual leave an employee has in the banks.”

4. ARTICLE 17 – HEALTH AND DENTAL INSURANCE

a. Section 17.1

Amend final paragraph of the July 1, 2017 through June 30, 2019 CBA to read:

“The Library will reimburse each active employee’s actual deductible expenses incurred during the fiscal year, up to a maximum amount per year of \$375 for a family plan or \$187.50 for an individual plan. To receive such reimbursement, employees receiving health insurance shall submit verifiable proof of their deductible expenses to the Library Director during the thirty (30) days immediately following the end of each quarter during the fiscal year for which the reimbursement is sought. For instance, to receive reimbursement from the Library for deductible expenses incurred in the first quarter of FY2016, the employee must submit proof of such expenses to the Director between September 1, 2015 and September 30, 2015; to receive reimbursement from the Library for deductible expenses incurred in the second quarter of FY2016, the employee must submit proof of such expenses to the Director between January 1, 2016 and January 30, 2016; to receive reimbursement from the Library for deductible expenses incurred in the third quarter of FY2016, the employee must submit proof of such expenses to the Director between April 1, 2016 and April 30, 2016; and to receive reimbursement from the Library for deductible expenses incurred in the fourth quarter of FY2016, the employee must submit proof of such expenses to the Director between July 1, 2016 and July 30, 2016. Provided, however, such reimbursement shall not exceed \$375 for a family plan and \$187.50 for an individual plan in any fiscal year.”

Add the following provision at the end of Section 17.1 in the July 1, 2017 through June 30, 2019 CBA:

“The foregoing paragraph regarding deductible reimbursements shall no longer have any force or effect upon the sun setting on June 30, 2019; however, employees shall still be permitted to receive such reimbursement from the Library for deductible expenses incurred in the fourth quarter of FY2019 by submitting proof of such expenses to the Director between July 1, 2019 and July 30, 2019.”

The foregoing tentative agreement shall be contingent upon final ratification by the Middletown Public Library Board of Trustees, the Middletown Town Council and the Union membership.

MIDDLETOWN PUBLIC LIBRARY
BOARD OF TRUSTEES

Theresa Coish
Signature

THERESA COISH, LIBRARY DIRECTOR
Print Name & Title

2/21/2017
Date

MIDDLETOWN PUBLIC LIBRARY
EMPLOYEES ASSOCIATION/NEARI

Carole Prewitt / Susan Connor
Signature

Carole Prewitt / SUSAN CONNOR
Print Name & Title MPL EMPLOYEES ASSOC.
NEARI / CO-PRESIDENT

2/21/2017
Date

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Stephan E. Aprento 2/21/2017
Juan. Ann Dionne-Thomas 2/21/2017
Sarah M. Dauch 2/21/2017
Christine Begley 2/21/17
Susan Heater 2/21/17
Elhony Williams 2/21/17

Appendix B

0-6 months = 0 time accrued or to use.

Year is defined as the employee's anniversary date.

	Sick leave	Annual leave
6mos- 1 Year (prorated use)	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	5days (35hrs FT; 25 hrs or 20 hrs PT)
At the completion of Year 2	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	10days (70hrs FT; 50 hrs or 40hrPT)
At the completion of Year 3	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	10days (70hrs FT; 50 hrs or 40hrPT)
At the completion of Year 4	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	10days (70hrs FT; 50 hrs or 40hrPT)
At the completion of Year 5	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	10days (70hrs FT; 50 hrs or 40hrPT)
At the completion of Year 6	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	15days (105hrs FT; 75 hrs or 60hrPT)
At the completion of Year 7	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	15days (105hrs FT; 75 hrs or 60hrPT)
At the completion of Year 8	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	15days (105hrs FT; 75 hrs or 60hrPT)
At the completion of Year 9	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	15days (105hrs FT; 75 hrs or 60hrPT)
At the completion of Year 10	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	15days (105hrs FT; 75 hrs or 60hrPT)
At the completion of Year 11	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 12	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 13	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 14	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 15	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 16	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 17	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 18	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 19	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)
At the completion of Year 20	12 days (84hrs for 35FThr; 60hrs for 25 hr; 48hrs for 20 hr)	20days (140 hrs FT; 100 hrs or 80hrPT)