

RES 16-078

Wilmington, Delaware
October 20, 2016

#4277

WHEREAS, on November 19, 2015, the Council passed Resolution No. 15-062, which approved an Agreement between the City of Wilmington (the "City") and the American Federation of State, County and Municipal Employees, AFL-CIO, Local 320 ("Local 320"), to be effective as of July 1, 2015 through June 30, 2018; and

Sponsors:

Council
President
Gregory

Council
Member
Freel

WHEREAS, the Council deems it necessary and appropriate to approve an amendment to said Agreement (the "Amendment").

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON that the Amendment between the City and Local 320, a copy of which is attached hereto and made a part hereof, is hereby approved and the Mayor, his designee, and the City Clerk are hereby authorized and directed to execute as many copies of the said Amendment as may be necessary.

Passed by City Council,
October 20, 2016

ATTEST: Maribel Seijo
City Clerk

Approved as to form this
20th day of October, 2016

Danny Shatneger
Assistant City Solicitor

SYNOPSIS: This Resolution approves an amendment to an Agreement between the American Federation of State, County and Municipal Employees, AFL-CIO, Local 320 and the City of Wilmington. The Agreement was previously approved by Council on November 19, 2015.

W0087065.

AMENDMENT OF COLLECTIVE BARGAINING AGREEMENT

This Amendment of Collective Bargaining Agreement (“Amendment”) is between the City of Wilmington (“City”) and the American Federation of State, County and Municipal Employees, Local 320 (“Union”) (collectively, the “Parties”).

WHEREAS, the Parties are parties to a collective bargaining agreement with a term July 1, 2015 through June 30, 2018 (“CBA”); and

WHEREAS, the CBA contains provisions which permit the Parties to reopen the CBA for the purpose of negotiating wages and the health insurance and benefits for employees and their dependents, including the premium contributions made by employees for Fiscal Years 2017 and 2018 (“Reopeners”); and

WHEREAS, the Parties invoked the Reopeners and negotiated wages for Fiscal Years 2017 and 2018 and health insurance and benefits for employees and their dependents, including the premium contributions for Fiscal Year 2017; and

WHEREAS, the City adopted Ordinance 16-004 (“Ordinance”), which amended the City Code, to provide paid parental leave to non-union employees of the City; and

WHEREAS, the Parties wish to extend paid parental leave to employees covered by the CBA on the same terms and conditions as provided under the Ordinance; and

WHEREAS, the Parties executed a tentative agreement on wages, health insurance, and parental leave (“Tentative Agreement”); and

WHEREAS, the Tentative Agreement was ratified by the Union’s membership and approved by City Council and the Mayor.

NOW, THEREFORE, the Parties agree as follows:

1. Revise Article 12 to add a new section 12.6 to read as follows:

Paid Parental Leave shall be provided to employees on the same terms and conditions as non-union employees under Section 40-341 of the City Code.

2. Revise Section 16.1 to read as follows:

(a) For Fiscal Year 17 (July 1, 2016 through June 30, 2017), the City agrees to provide health insurance and benefits for employee and eligible dependents with a premium contribution made by the employee as attached.

(b) Notwithstanding the provisions set forth in this Section, the Employer or the Union may reopen this Agreement solely for the purpose of negotiating the health insurance and benefits for

employee and eligible dependents with a premium contribution made by the employee effective July 1, 2017. This Agreement will be reopened only if the Employer or the Union actually delivers to the other written notice of intent to reopen. Such notice must be delivered after January 31, 2017, and before March 31, 2017. If written notice is not delivered as set forth in this Section, the healthcare benefits and premium percentages shall remain as set forth as attached. The parties shall not agree to any health insurance plan which is subject to the excise tax under the Affordable Care Act.

3. Revise Section 19.10 to read as follows:

Employees shall receive up to Two Hundred (\$200) dollars each year of the contract toward the purchase of safety shoes, during the term of this Agreement. Employees will have the option of either purchasing the shoes themselves or obtaining shoes from an approved vendor. To qualify for reimbursement under this section, employees shall be required to present the shoes for inspection to their immediate supervisor, along with a receipt for their purchase.

4. Revise Article 24 to read as follows:

24.1. Employees' salaries for Fiscal Years 2017 and 2018 shall be as attached in Exhibit B.

24.2. Current regular employees, as defined by City Code Section 40-6, who were employed by the City on the date this Agreement is ratified by the membership and approved by the Mayor and Council, shall receive a one-time payment in the amount \$500. Current regular employees, as defined by City Code Section 40-6, who are employed by the City on July 1, 2017, shall receive a one-time payment of \$500.

5. The terms of this Amendment shall be incorporated by reference into the CBA and shall be binding and effective as if fully set forth in the CBA.

6. The terms of this Amendment shall control over any contrary terms in the CBA.

City of Wilmington

AFSCME, Local 320

By: _____
The Honorable Dennis P. Williams
Mayor

By: _____
Bryant Cottman
President

Dated: _____

Dated: _____

City of Wilmington

By: _____
Charlotte B. Barnes
Director of Human Resources

Dated: _____

EXHIBIT B

LOCAL 320 PAY SCALE

July 1, 2016 - June 30, 2017

	1	2	3	4	5	6	7
A	26,240.57	27,539.76	28,903.12	29,598.87	30,306.75	31,036.65	31,778.54
B	27,315.92	28,668.61	30,088.25	30,812.41	31,549.47	32,309.16	33,081.32
C	28,442.47	29,850.95	31,329.21	32,083.43	32,850.74	33,641.91	34,446.12
D	29,623.31	31,090.27	32,629.94	33,414.89	34,214.68	35,038.05	35,876.58
E	30,859.69	32,387.88	33,991.87	34,809.95	35,642.82	36,500.90	37,374.03
F	32,155.66	33,748.04	35,419.68	36,271.99	37,139.81	38,033.93	38,943.96
G	33,514.25	35,173.93	36,915.86	37,804.47	38,709.19	39,640.86	40,589.55
H	34,938.58	36,668.79	38,485.05	39,411.16	40,354.53	41,325.59	42,314.69
SW	34,389.20	36,132.74	37,968.87	39,106.96	39,778.99	41,006.55	41,691.06
SD	34,818.84	36,583.19	38,442.21	39,595.90	40,273.13	41,519.41	42,210.17

LOCAL 320 PAY SCALE

July 1, 2017 - June 30, 2018

	1	2	3	4	5	6	7
A	26,502.98	27,815.16	29,192.15	29,894.86	30,609.82	31,347.02	32,096.33
B	27,589.08	28,955.30	30,389.13	31,120.53	31,864.96	32,632.25	33,412.13
C	28,726.89	30,149.46	31,642.50	32,404.26	33,179.25	33,978.33	34,790.58
D	29,919.54	31,401.17	32,956.24	33,749.04	34,556.83	35,388.43	36,235.35
E	31,168.29	32,711.76	34,331.79	35,158.05	35,999.25	36,865.91	37,747.77
F	32,477.22	34,085.52	35,773.88	36,634.71	37,511.21	38,414.27	39,333.40
G	33,849.39	35,525.67	37,285.02	38,182.51	39,096.28	40,037.27	40,995.45
H	35,287.97	37,035.48	38,869.90	39,805.27	40,758.08	41,738.85	42,737.84
SW	34,733.09	36,494.07	38,348.56	39,498.03	40,176.78	41,416.62	42,107.97
SD	35,167.03	36,949.02	38,826.63	39,991.86	40,675.86	41,934.60	42,632.27

EXHIBIT H

FY 17 Health Care Contributions

	2017 ANNUAL RATES PER CARRIER/ BROKER	MONTHLY COST	EMPLOYEE % SHARE	ANNUAL EMPLOYEE COST W/ TIERED %	BI-WEEKLY EMPLOYEE COST W/ TIERED %
POS 1 - IND	\$ 10,647.48	\$ 887.29	6.00%	\$ 638.85	\$ 24.57
POS 1 - EMP +1	\$ 19,286.28	\$ 1,607.19	6.00%	\$ 1,157.18	\$ 44.51
POS 1 - FAMILY	\$ 28,442.76	\$ 2,370.23	6.00%	\$ 1,706.57	\$ 65.64
POS 2 - IND	\$ 8,111.52	\$ 675.96	5.00%	\$ 405.58	\$ 15.60
POS 2 - EMP +1	\$ 14,754.72	\$ 1,229.56	5.00%	\$ 737.74	\$ 28.37
POS 2 - FAMILY	\$ 21,783.00	\$ 1,815.25	5.00%	\$ 1,089.15	\$ 41.89
EPO - IND	\$ 6,786.36	\$ 565.53	4.00%	\$ 271.45	\$ 10.44
EPO - EMP +1	\$ 12,386.40	\$ 1,032.20	4.00%	\$ 495.46	\$ 19.06
EPO - FAMILY	\$ 18,302.52	\$ 1,525.21	4.00%	\$ 732.10	\$ 28.16