

AGREEMENT
BETWEEN
PUBLIC HEALTH NURSES, UNIT #8
CONNECTICUT HEALTH CARE ASSOCIATES
NATIONAL UNION OF HOSPITAL
AND HEALTH CARE EMPLOYEES
AFSCME, AFL-CIO
AND
THE CITY OF MERIDEN, CONNECTICUT
JULY 1, 2016-JUNE 30TH 2019

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PREAMBLE

WHEREAS, Public Health Nursing and School Nursing are fields of specialization within the nursing profession; and

WHEREAS, the City of Meriden is conscious of the need to maintain professional public health nursing and school nursing services for the community; and

WHEREAS, the Registered Nurses employed by the City of Meriden have elected a professional association to assist them in obtaining their professional as well as economic employment goals; and

WHEREAS, the City of Meriden recognizes that the efficient economic operation of the Meriden Health Department demands recognition of the legitimate economic and working condition aspirations of its Registered Nurses...

NOW THEREFORE, THIS AGREEMENT is effective by and between the CITY OF MERIDEN (hereinafter referred to as the CITY) and the MERIDEN PUBLIC HEALTH NURSES, CONNECTICUT HEALTH CARE ASSOCIATES, UNIT #8, NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME, AFL-CIO (hereinafter referred to as the UNION).

ARTICLE I **RECOGNITION**

The City hereby recognizes Unit #8, Connecticut Health Care Associates, National Union of Hospital and Health Care Associates, AFSCME, AFL-CIO, as the sole representative of all Registered Professional Nurses employed by the City of Meriden, excluding the Sanitarian and Program Coordinators as set forth in the Certification of Representative issued by the Connecticut State Board of Labor Relations in Case No. ME-4376 and the Recognition Agreement issued by the Connecticut State Board of Labor Relations in Case No. ME-18,933 for the purpose of bargaining as to wages, hours of work and conditions of employment. Registered Professional Nurses who fill Program Coordinator positions shall be part of the unit.

ARTICLE II **RIGHTS OF EMPLOYER**

Except to the extent relinquished, abridged, modified or limited by the provisions of this Agreement, the City reserves and retains solely and exclusively the right, authority and responsibility to manage the affairs of the City and the direction of the employees. Such rights shall include, but are not limited to, the following:

1. To recruit, assign, transfer or promote members to positions within the Department.

2. To suspend, demote, discharge or take other disciplinary actions against members for just cause.
3. To determine methods, means, and personnel necessary for Department operations.
4. To control the Department's budget.
5. To take whatever actions are necessary in emergencies in order to assure the proper functions of the Department.

These rights shall not be used for the purpose or intention of undermining the Union or discriminating against its members pursuant to the provisions of the State and Federal Laws on discrimination.

ARTICLE III **DEFINITIONS**

As used in this Agreement, masculine or feminine pronouns shall include reference to either gender.

There shall be three classes of Registered Professional Nurses in the Classification System of the City of Meriden, as follows:

A. Public Health Nurse I

Performs varied nursing duties in the community including clinics, schools and Day Care Centers; participates in operations of public health clinics, interviews patients, performs specified diagnostic tests, gives prescribed treatments, records data, makes necessary referrals and follow-up home visits, participates in epidemiological investigations in the home, school or community; serves as a health consultant to pupils, parents and school personnel and others in regard to health needs; serves as a resource person to classroom teachers and others pertaining to health instruction; plans and participates in matters pertaining to health appraisals; participates in first aid care of emergencies; participates in school faculty, nursing staff and some community meetings as approved by the Director of Health and Human Services or her designee; maintains up-to date records; completes surveys and statistical information as required by programs and the department. Possession of a license as a Registered Nurse issued by the State of Connecticut is necessary. Desirable experience and training includes graduation from a recognized college or university with a degree in nursing or a related field, following a course of study including approved programs in public health nursing.

B. Public Health Nurse II

This is a professional public health position with a broad scope of public health nursing responsibilities in the community including, but not limited to, infectious disease control, immunizations, chronic disease control, maternal and child health, elderly health, environmental health, health education and occupational health.

Work involves responsibility for achieving and maintaining safe and healthy conditions through the application of professional knowledge, skills and abilities in public health nursing. The position carries out legal responsibility for the investigation and application of control measures for communicable diseases in Meriden. The work involves a wide array of preventive health and health promotion programs aimed at increasing the healthy lifespan of all Meriden residents.

C. Public Health Program Coordinator

This is highly responsible, complex work in the administration of Public Health programs. The Coordinator plans, organizes, implements and supervises and evaluates programs. A Baccalaureate degree is required, preferably with public health, biological or social services, or nursing as the primary course of study. An experienced administrator with knowledge of grants and associated fiscal responsibilities is preferred.

These synopsisized job descriptions shall defer to the fully spelled out duties and responsibilities as explained in the official job descriptions of the City Classified System as approved by the City Council.

There shall be four classes of Bargaining Unit Employees, as follows:

A. Full-time 12 Month Nurse

Any bargaining unit member who works as a nurse for the City for twelve (12) months of the year and works no less than thirty-five (35) hours per week.

B. Full-time 10 Month Nurse

Any bargaining unit member who works as a nurse for the City for ten (10) months of the year and works no less than thirty-five (35) hours per week.

C. Part-time Over Twenty (20) Hour Nurse

Any bargaining unit member who works as a nurse for the City for a minimum of twenty (20) and not more than thirty-five hours (35) per week.

D. Part-time Under Twenty (20) Hour Nurse

Any bargaining unit member who works as a nurse for the City for less than twenty (20) hours per week.

ARTICLE IV
SENIORITY

Section 1.

Seniority as used in this Agreement shall be defined as follows:

- A. Seniority for all nurses shall start with the most recent date of hire as a Registered Nurse in the Health Division of the Department of Human Services.
- B. For the purposes of layoff or job openings, seniority shall be as established in Section 1A above, one (1) year for each year of employment regardless of full-time or part-time status.
- D. Seniority for all nurses for the purposes of benefit accrual shall be based on one year credit for one year of service.
- E. Seniority shall have no effect on the service requirements for the purposes of pension qualification. Pension qualification shall be governed by the pension plan adopted by the city of Meriden Pension Board. For employees hired into a qualifying pension position prior to July 1, 2011, their pension shall be governed by the City of Meriden Defined Benefit Pension Plan. For employees hired on or after July 1, 2011 into a qualifying pension position, their pension shall be governed by the City of Meriden 401(a) Defined Contribution Pension Plan.

Section 2.

- A. The Personnel Department and/or the Health Division shall provide annually (in March) two (2) lists of Registered Nurses in the Health Division covered by this Agreement showing their seniority.
- B. Any Registered Nurse who feels there is an error in her seniority date as shown must present her facts substantiating her position to the Personnel

Director. A copy of the lists shall be submitted to the Chairman of Unit #8. Sick, military, jury and vacations shall be included as in-service time.

- C. When it is necessary to layoff employees within the bargaining unit, the city shall determine the position and/or positions to be eliminated. A reduction in hours will effectively eliminate a position and may create a new part-time position.* Layoffs will then take place as follows:
 - a. Employees receiving a City pension
 - b. Employees on probation
 - c. Employees in designated position and/or positions.
- D. Any employee to be laid off shall be given two (2) weeks written notice of such layoff or pay in lieu thereof.
- E. Bumping process:
 - a. Full time, twelve (12) month employee may bump:
 - 1. the least senior full time twelve (12) month employee; or
 - 2. the least senior full time ten (10) month employee; or
 - 3. the part time employee with the most hours; or
 - 4. a vacant position
 - b. Full time ten (10) month employee may bump:
 - 1. the least senior full time ten (10) month employee; or
 - 2. the part time employee with the most hours; or
 - 3. a vacant position
 - c. Part time employee may bump:
 - 1. the least senior part time employee; or
 - 2. a vacant position.
- F. Any employee laid off or impacted by loss of hours or benefits shall have her name placed on a recall list, in order starting with the most senior, for a period of two years.

* In this situation the Director of Health will, before a lay off takes place, meet with the Union to discuss the impact of layoffs and use of the remaining hours.

Section 3.

When a vacancy occurs or a new position is created a notice from the Personnel Department shall be posted in the Health Division for a period of ten (10) working days

so that nurses within the bargaining unit may apply. The City agrees that before filling said vacancy or new position with an individual from outside the bargaining unit, it will honor the transfer request of a qualified nurse and, if there is more than one qualified nurse requesting the transfer, the opening shall be filled on the basis of seniority. In the event additional permanent hours become available, nurses in the bargaining unit shall have priority over non-bargaining unit nurses.

Section 4.

Newly employed Registered Nurses in the Health Division serve a probationary period of six months. Step movement will not occur until anniversary date of nurses hire. During the probationary period nurses shall have no seniority rights but shall be subject to all clauses in this Agreement. Upon successful completion of the probationary period, seniority shall date from the original date of hire. Beginning July 1, 2000, the original date of hire shall also be a nurse's anniversary date. A nurse shall move up on the step schedule on her anniversary date.

Effective 7/1/10, a nurse with at least one year of employment with the city moving into a higher level position than she currently holds, will move to the step closest to but not below her current step placement. She will serve a 6 month probationary period in the new position and then will move to the next step on the scale. If there are additional steps, she will move again on the next step date.

Section 5.

No member of the bargaining unit shall be laid off or have her hours reduced while any non-bargaining unit nurses are working any amount of time in the Health Division of the City of Meriden except by mutual consent. When unusual circumstances occur making it necessary to have flexibility, the Union agrees that it will not unreasonably withhold consent.

Section 6.

The City agrees that it will not arbitrarily float nurses.

Section 7.

Seniority will be lost and continuous employment terminated by:

1. Resignation
2. Discharge or other involuntary termination of employment;
3. Disability which continues for more than one (1) year;
4. Job related disability which continues for more than two (2) years;
5. A failure to return to work upon the expiration of an authorized leave of absence.

The Director of Personnel will be entitled to receive a physician's update on the status of an employee every three (3) months, with reasonable assurance that the employee will return to work for the position to remain open.

ARTICLE V HOURS OF WORK

The workweek for a full time twelve (12) month and full time ten (10) month employee shall be thirty-seven and one half (37 1/2) hours or thirty-five (35) hours per week exclusive of lunch. The workweek schedule for full time twelve (12) month and full time ten (10) month shall be seven and one half (7 1/2) or seven (7) hours per day, Monday through Friday, or 8.75 hours four days per week, depending on assignment. Each nurse shall be entitled to a one half-hour duty free lunch period. Nurses assigned to a school may not leave the building for a duty free lunch period while school is in session; therefore their seven and one half (7 1/2) or seven (7) hour workday shall be inclusive of lunch. The workweek for the part time nurses shall consist of less than thirty-five (35) hours per week.

- A. The normal work hours for a nurse in the Health Division shall be based on assignment.
- B. Summer hours shall normally be filled by full time twelve (12) month nurses and other available work shall be offered on a seniority basis. Whenever possible, summer programs requiring additional hours and/or hours created by vacation and/or vacancies shall be offered to present staff members on a seniority basis.

If a bargaining unit nurse is scheduled or called in to work additional hours during the summer period and does not work the hours called in for, due to the City's cancellation, she shall be paid a minimum of two (2) hours at her applicable rate.

- C. Modification of the above schedules may be made by the Department Head and the Personnel Director after weighing the benefits to be derived by the nurse and the City.
- D. The school year for full time ten (10) and twelve (12) month nurses shall include a maximum of eight (8) days prior to the opening of school and a maximum of two (2) days after the close of school. The school year for part time nurses shall include a maximum of five (5) days prior to the opening of school and a maximum of one (1) days after the close of school.

In all cases the Department Head shall notify bargaining unit employees on or before the last day of one school year of the start date of the next school year.

- E. In the event a full time twelve (12) month or ten (10) month nurse works on Saturday due to an emergency call in, she shall be paid at the rate of time and one half for all hours worked.

In the event a full time twelve (12) month or ten (10) month nurse works on Sunday due to an emergency call, she shall be paid at the rate of two times her base rate for all hours worked.

All bargaining unit members who have actually worked over thirty-five (35) or thirty-seven and one-half (37 ½) hours per week (Monday – Friday) shall be given compensatory time up to forty (40) hours per week.

For hours actually worked over forty (40), overtime will be paid at time and one-half for each hour worked.

The term “actually worked” means that the employee was compensated for time at work which does not include paid leave time.

In the event of an after school program (compensated by the BOE, not the City) overtime pay will be paid, not comp time.

- F. Inclement Weather Policy.

1. In cases of inclement weather when school opens late nurses will be paid for the full day. Nurses shall work their designated hours unless they choose to use their own time to leave on early dismissal.
2. School nurses are not charged leave time for full snow days. The BOE will reschedule snow days at which time the employees are expected to work and no additional pay is received.

In the event of a day when school(s) are closed early, all nurses shall work their scheduled hours at a school or the Health Department. When an employee has accumulated personal and/or earned days, such days may be used if the employee requests to be allowed time off. All such absences must be cleared following Health Department policies and procedures as outlined by the Director of Health and Human Services.

- G. All Public Health Nurses assigned to the schools are required to attend scheduled monthly staff meetings during work time. All Public Health Nurses assigned to the schools are required to attend staff meetings scheduled outside their normal work hours with at least fourteen (14) calendar days notice.

Absences will only be allowed due to extenuating circumstances. The Nursing Supervisor must be notified of an absence from a staff meeting two (2) hours prior to the scheduled time (except in true emergencies). Every attempt will be made to put out a schedule of staff meetings at the beginning of each school year, and to stick to this schedule unless illness or weather conditions prevent it.

- H. For the nurses that work 8.75 hours, the city at their discretion may reduce the two days after the close of school.
- I. The city may at its discretion keep the clinic open 1 Tuesday per month until 6:30 p.m.

Employees will be asked to flex their time during the two week pay period to accommodate the late opening. (i.e. employees who normally leave at 4:30 stay until 6:30 and are able to leave Friday at 2:30.)

ARTICLE VI CONDITIONS OF EMPLOYMENT

Section 1.

Confirmation of appointment, job description and salary shall be in writing and given to each newly hired Registered Nurse.

Section 2.

A copy of the contract shall be available in the offices of the Director of Nurses, and the Personnel Department.

Section 3. Evaluation

- A. Evaluation and recording of a nurse's performance and experience shall be done at the end of the probationary period and annually thereafter on her anniversary date. A nurse may be evaluated upon her request, but not more than two times per year.
- B. A copy signed by the Director of Nurses, Director of Health, Director of Personnel and the nurse shall be made available to the nurse.
- C. Each nurse shall be given the opportunity to make comments in writing on any evaluation and to discuss her professional growth and accomplishments with her supervisor.

Section 4.

Time for participation in educational institutes, workshops, seminars or meetings which will improve the individual's on-the-job performance may be granted by the Director of Health for up to four (4) days per nurse per year. The City will pay the cost of registration fees which may include meals. Each nurse shall participate in all in-service programs made available by the Health Division for Health Division Nurses. In the event any of the educational programs described in this section extend beyond the normal workday and a nurse is required to attend by her supervisor, the employee shall receive compensatory time off in the amount equal to the time spent in the educational program beyond the normal workday.

Section 5.

The name and address of each newly hired nurse shall be forwarded to the Union by the Personnel Department.

Section 6. Termination of Employment

- A. A two (2) week written notice of resignation shall be given by the nurse.
- B. A two (2) week written notice of termination of employment with reasons stated, or salary in lieu thereof, shall be given to the nurse by the employer except for unusual circumstances where there is just cause for immediate termination.
- C. There shall be a terminal interview with the Director of Health and the Director of Personnel if requested by either party.

Section 7.

No nurse shall be disciplined or discharged except for just cause.

Section 8.

Each year, an employee working thirty-five (35) hours or more who has or who obtains a Bachelor of Science degree in Nursing or in a related field determined by the Director of Health and who has been employed for at least one year on January 1 shall receive a stipend of \$500.00.

Each year, an employee working thirty-five (35) hours or more who has or who obtains a Master's degree in Nursing or in a related field determined by the Director of Health and who is employed for at least one year on January 1 shall receive a stipend of \$1,000.00.

Maximum payment for the above shall be \$1,000.00.

Employees must submit a copy of the appropriate degree to the Personnel Department no later than December 15th.

Payment for the above stipends will be in the third (3rd) pay period in January.

Section 9.

When the current smoking cessation employee leaves the city, the position will be moved out of the nurse's union. It is not necessary they be an RN. They have no bumping rights in the nurse's union as there are no positions.

ARTICLE VII
SAFETY AND HEALTH

Section 1.

Both parties to this Agreement hold themselves responsible for mutual cooperative enforcement of safety rules and regulations which are commonly accepted in the nursing profession.

Section 2.

Should an employee complain that her work required her to be in unsafe or unhealthy situations, in violation of said accepted safety rules, the matter shall be presented immediately to the proper local authorities. If the matter is not adjusted satisfactorily, it may be processed according to the grievance procedure of this Agreement.

Section 3.

Each new employee shall receive a proper orientation.

Section 4.

- A. No nurse shall be compelled to perform any specialized procedure for which she has not had recent training.
- B. There shall be available to the nurses' standing orders issued by the Department of Health annually.
- C. Beginning July 1, 2000, CPR certification (adult, child and infant) shall be required every two (2) years as a condition of employment and provided by the City of Meriden from the Department's training account.

ARTICLE VIII
HOLIDAYS

For full time twelve (12) month employees, the following shall be observed as days off with pay:

New Year's Day	Labor Day
Martin Luther King's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Columbus Day
President's Day	

For full time ten (10) month employees, the following shall be observed as days off with pay:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Good Friday	Christmas Day
Memorial Day	

In addition to the foregoing list, each employee who works twenty or more hours per week shall receive one additional "floating" holiday at their regular hours of work which employees take at their convenience and with the consent of their respective department heads.

For ten-month nurses, this floating holiday may be either Labor Day or Lincoln's Birthday, at the City's discretion.

Part time under twenty (20) hour per week nurses shall not be entitled to holiday pay.

Part time twenty (20) or more hours per week nurses shall receive prorated holiday pay for holidays occurring during their regular workweek.

If a holiday falls on a Sunday, the following Monday shall be considered the holiday. If a holiday falls on a Saturday, the preceding Friday shall be considered the holiday.

If a holiday occurs during a nurse's vacation or bona fide sick time, that holiday shall not be charged to vacation or sick time.

In the event of an unforeseen national or state holiday and it is declared as such and is in fact celebrated by the municipality, each employee shall receive an additional holiday.

Members of the bargaining unit who work 10/12 months over twenty (20) hours may be absent for authorized reasons (e.g., personal, legal, business) two (2) days each year with no loss of pay.

The City (no later than September 1 of the preceding year) may designate one or both of the floating holidays as specific days off.

For example: If a holidays falls on a Tuesday or Thursday and the City wants to close the Monday or Friday to save energy etc., it may designate that day as the floating holiday. Anyone called into work that day would simply be paid straight time and be given hours off to use at a later date.

ARTICLE IX VACATIONS

Section 1.

- A. Each full time twelve (12) month nurse shall earn vacation leave at the rate of five-sixths of a working day for each full month of service for the first five years of service.
- B. Each full time twelve (12) month nurse who has completed six (6) months of service but less than one (1) year shall be entitled to a vacation with pay of one (1) week (five working days).
- C. Full time twelve (12) month nurses who have completed one (1) year of service shall be entitled to two (2) weeks vacation annually (10 working days).
- D. After the fifth through the tenth year of employment, full time twelve (12) month nurses shall earn one and one-fourth days of vacation time for each month of service and be entitled to three (3) weeks vacation annually (15 working days).
- E. After the tenth year of service full time twelve (12) month nurses shall earn one and two-thirds days of vacation time for each month of service and be entitled to four (4) weeks vacation annually (20 working days).
- F. Effective December 2009, except in extraordinary circumstances (such as inability to use time due to a bona fide illness or injury and with written permission of the Director of Personnel), an employee may not carry over more than one and one half (1½) their annual allotment of vacation time. Upon retirement or resignation, an employee may only be paid for one and one half time their vacation allotment.
- G. Nurses will be granted vacation pay in advance of vacation upon written request at least two weeks prior to the granted vacation.

- H. Part time nurses working twenty (20) or more hours working twelve (12) months per year shall receive the same weeks of vacation but at her normal hours of work per week.
- I. Full time ten (10) month nurses and nurses working more than twenty (20) hours, part time, who work the school year shall have all vacation entitlements added to their pay over twelve (12) months. At the time of resignation, a nurse shall owe the City for any time paid for but not accrued. This shall be withheld from their last paycheck.
- J. Part time bargaining unit nurses who work less than twenty (20) hours per week are not eligible to receive the vacation benefits outlined in this Article.
- K. All employees assigned to a school should attempt to schedule vacation while school is not in session.
- L. In Clinic Services only one (1) nurse may be on vacation at any time.

Section 2.

If a nurse who becomes seriously ill or injured or when the serious illness of the nurse's immediate family (parents, spouse, child or relative domiciled in the home, requires her personal attendance while she is scheduled to go on vacation or is on vacation she shall have the opportunity to change her vacation schedule provided that sufficient evidence by way of a physician's certificate attesting to the bona-fide illness is furnished to the department head.

If a nurse experiences a death covered by Article XII Bereavement, while on vacation leave, she may request to change vacation days to bereavement time as appropriate and with written notice to the Department Head.

Section 3.

In the event of the death of a bargaining unit member, the estate of the employee shall receive any vacation pay due to such member.

ARTICLE X
SICK LEAVE

Section 1.

Sick leave shall be considered to be the absence from duty with pay of a nurse for the following reasons:

- A. Illness or injury, pregnancy or the necessity for medical or dental care.

- B. Where exposure to a contagious disease endangers the health of other nurses and/or patients as determined by the Director of Health.
- C. When the serious illness of a member of the nurse's immediate family (parents' spouse, children or relative domiciled in the home) requires personal attendance she may use her sick leave for such purpose.

Section 2.

Full time ten (10) or twelve (12) month nurses shall receive sick leave at the rate of one and one-quarter (1 1/4) days per month actually worked, fifteen (15) days per year with a maximum accumulation from year to year to 120 days.

The 120 days accumulation shall be determined as of the fourth (4th) payroll of the month. No employee who, as of the fourth (4th) payroll of the month, has accumulated one hundred twenty (120) days shall accumulate any additional sick leave for that month even if the employee uses sick leave subsequently which results in the employee having less than one hundred twenty (120) accumulated sick days. A nurse with more than 118 3/4 days but less than one hundred twenty (120), shall only be entitled to accumulate a maximum of one hundred twenty (120) sick days.

Part time over 20 hour per week nurses shall receive sick time in accordance with the pro-rata schedule below which shall accumulate from year to year to a maximum of 90 days.

<u>Hours Worked</u>	<u>% Benefit Received</u>
Under 20 Hours	0%
20 - 27 Hours	60% of 1 1/4 (one and one quarter days/month=9 days/yr. or 3/4 day/month actually worked
Over 28 Hours	80% of 1 1/4 one and one quarter day/month=12 days/yr. 1 day/month actually worked.

The 90 days accumulation shall be determined as of the fourth (4th) payroll of the month. No employee who as of the fourth (4th) of the month has accumulated ninety (90) days shall accumulate any additional sick leave for that month even if the employee uses sick leave subsequently which results in the employee having less than ninety (90) accumulated sick days. A nurse with more than 88 3/4 days but less than 90 days shall only be entitled to accumulate a maximum of 90 sick days.

Part time under 20 hour per week nurses shall be ineligible for paid sick leave benefits.

Section 3.

Sick leave shall not accrue during any period of a leave of absence without pay. Sick leave shall continue to accumulate during leaves of absence with pay and during the time the nurse is on authorized sick leave or vacation time.

Section 4.

Additional sick leave with pay may be granted as warranted by the Personnel Director when applied for by an employee in writing to the Personnel Director stating the reason for the additional special leave in accordance with the FMLA policy herein.

Section 5. A

A nurse, upon retirement under terms of the Meriden Employee Retirement Plan, defined as when the employee actually files for retirement pursuant to the City of Meriden Pension Plan procedures, layoff, termination without cause, resignation, or death, shall be entitled to full compensation in a lump sum for that portion of unused sick leave which has been accumulated, not to exceed 90 days. In the case of resignation or retirement, the employee will give thirty (30) days notice to her supervisor in order to qualify for pay out, (this provision may be waived by the Director of Personnel in unusual circumstances).

Beginning June 30, 2006, when a bargaining unit member who is not a full-time employee but who works an average of twenty (20) or more hours twelve (12) months per year or ten (10) months school year employees, reach his/her ninety (90) days of accumulated sick leave in any fiscal year, a separate accounting shall be maintained in order to provide payment for his/her base daily rate of pay for each unused sick leave hour beyond the ninety (90) days which the employee would have accumulated. The maximum number of hours beyond ninety (90) days, which may be computed at the employee's daily rate of pay, shall be twenty (20) hours in any fiscal year. Such payment shall then erase all accumulated sick leave beyond ninety (90) days for said fiscal year. Payment for above unused sick leave shall be made in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned. This payment shall be made in a separate check from usual weekly wages.

Sick time payout for full time 10/12-month nurses will begin July 1, 2004 (there would be a payout in July 2004 for the 2003 accumulation).

The sick time payout shall be the payout of up to fifteen (15) days per year in excess of one hundred twenty (120)-accumulated days. Payout for the unused sick leave shall be

made in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned.

Section 5. B

For nurses hired after 7/1/10 or transferring from an under 20 hour position:

A nurse, upon retirement under terms of the Meriden Employee Retirement Plan, defined as when the employee actually files for retirement pursuant to the City of Meriden Pension Plan procedures, layoff, termination without cause, resignation, or death, shall be entitled to full compensation in a lump sum for that portion of unused sick leave which has been accumulated, not to exceed 45 days. In the case of resignation or retirement, the employee will give thirty (30) days notice to her supervisor in order to qualify for pay out, (this provision may be waived by the Director of Personnel in unusual circumstances).

When a bargaining unit member who is not a full-time employee but who works an average of twenty (20) or more hours twelve (12) months per year or ten (10) months school year employees, reach his/her ninety (90) days of accumulated sick leave in any fiscal year, a separate accounting shall be maintained in order to provide payment for his/her base daily rate of pay for each unused sick leave hour beyond the ninety (90) days which the employee would have accumulated. The maximum number of hours beyond ninety (90) days, which may be computed at the employee's daily rate of pay, shall be twenty (20) hours in any fiscal year. Such payment shall then erase all accumulated sick leave beyond ninety (90) days for said fiscal year. Payment for above unused sick leave shall be made in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned. This payment shall be made in a separate check from usual weekly wages.

Sick time payout for full time 10/12-month nurses hired after July 1, 2010 or transferring to a full time position from an under 20 hour position after July 1, 2010 will begin in July 1, 2011.

The sick time payout shall be ½ of any days accumulated over 120 (up to 7½ days) which will erase all accumulations for that year. Payout for the unused sick leave shall be made in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned.

Section 6.

There shall be maintained by the City a record for each nurse of all sick leave taken or accumulated. A quarterly list of sick leave used and accumulated shall be furnished when this information is available from the computer.

Section 7.

In the event of sickness of more than three (3) continuous work days, or if an employee is absent from work based on sickness for more than six (6) days in any ninety (90) calendar day period, a statement from the attending physician may be required by the Director of Public Health or the Personnel Director, in the event a pattern of absences occur that would suggest sick time abuse.

Section 8.

If a nurse is excused from work early due to illness, she shall be paid sick leave for whatever time she misses computed to the nearest hour.

Section 9.

A bargaining unit member shall be granted one day of incentive leave for each three months period of perfect attendance. For ten-month nurses, the count will be suspended over the summer vacation period and resumed when they return to work. Vacations or holiday periods will count towards the month's time.

ARTICLE XI
INJURY LEAVE

An employee absent from duty because of a Workers' Compensation occupational injury or disease shall have injury leave coded for his/her absence..

- A. Injury leave shall mean paid leave given to an employee due to a compensable occupational injury and/or disease arising out of and in the course of his/her employment with the City. Employees of the City are covered by the Connecticut Workers' Compensation Act, being Chapter 568 of the General Statutes. The City, in case of a compensable occupational injury and/or disease, shall continue the employee's full normal base pay, during his/her absence, up to six (6) months if necessary in duration for each compensable occupational injury and/or disease. Thereafter the employee shall receive his/her workers' compensation rate for the duration of his/her compensable occupational injury and/or disease as determined by the Workers' Compensation Act, Section 31-307.
- B. Employees sustaining a compensable injury and/or disease requiring medical attention shall report to the competent physician, surgeon, clinic or hospital, within the City's Third Party Administrator's approved Medical Care Plan Network. All City Departments have access to this network.
- C. Employees whose injury and disease are being contested (form 43-67) by the City shall be coded UC (unapproved comp) for his or her absence. UC means the employee receives his or her full normal base pay and a "UC" shall appear on his or her payroll sheet for his or her absence. UC is

coded for a contested injury and/or disease when the City has inadequate time or information to determine compensability or when the injury and/or disease is not compensable under the Workers' Compensation Act. UC shall continue during his or her absence up to 90 days if necessary. After 90 days the employee shall be coded sick time or other paid or unpaid leave.

- D. Employee injuries and/or diseases that are contested (form 43-67) by the City shall have thirty (30) days in which to file a request for an informal hearing with the Workers' Compensation Commissioner having jurisdiction. Employees who file said request shall be coded Q-time until the compensability of the injury and/or disease is determined by the Commissioner, however the Q-time shall never exceed more than six (6) months. Thereafter sick time or other paid or unpaid leave shall be charged to his or her absence. Sick time or other paid or unpaid leave shall be coded if an employee fails to file the aforementioned request within the thirty (30) days stated above. Q-time shall be changed to sick time or other paid or unpaid leave if the City prevails at the aforesaid Workers' Compensation hearing. If the employee prevails at the aforesaid hearing, the Q-time shall be changed to injury leave, not to exceed the six (6) months maximum stated above.
- E. An employee having a compensable occupational injury and/or disease, who has been released to return to work by her physician in a limited, modified or restricted capacity, shall be provided, if available, as determined by the City, limited, modified and/or restricted duty assignments as devised by her department/division head. All such assignments shall be within the employee's physical restrictions set forth by the employee's treating physician prior to returning to work. All such assignments shall be temporary in nature, subject to change, and shall not constitute a permanent condition. An employee who has reached maximum medical improvement, and is permanently and physically unable to return to his/her regular duties and essential functions as a result of a compensable occupational injury and/or disease, shall be terminated and may pursue his/her rights to a disability pension.
- F. An employee who has a compensable occupational injury and/or disease shall comply with all sections of the Workers' Compensation Act, being Chapter 568 of the General Statutes.

ARTICLE XII
BEREAVEMENT LEAVE

Section 1.

Nurses shall be granted leave with pay not to exceed five (5) working days in the event of a death of an immediate relative. For purposes of this section, immediate relatives shall include parents, spouse, children, siblings, grandparents and grandchildren. This leave is for the purpose of attending to and/or arranging for funeral services.

Section 2.

Nurses shall be granted leave with pay not to exceed three (3) working days in the event of the death of parents-in-law. This leave is for the purpose of attending to and/or arranging for funeral arrangements.

Section 3.

Nurses shall be granted one (1) day's leave with pay in the event of the death of other relatives.

Section 4.

The aforementioned days may be extended for extenuating circumstances when requested by the employee and approved by the Department Head and Personnel Director. Said request and approvals shall be in writing.

ARTICLE XIII
FAMILY AND MEDICAL LEAVE

An employee who is an "eligible employee"* as defined under the Federal Family and Medical Leave Act ("FMLA") U.S.C. §1601, et seq., shall be granted up to twelve (12) weeks of FMLA leave during a twelve month period in accordance with the Act. The twelve (12) month period shall be defined as July 1 through June 30.

Any accumulated paid sick leave time must be exhausted first in situations where the leave being taken by the employee is covered by the Act, and said paid sick leave shall be included in (and shall not be in addition to) the aforementioned twelve (12) weeks of allowable leave. A medical certificate acceptable to the City shall be required for FMLA leave situations involving the health of the employee or family member. Employees on leave without pay shall not continue to accumulate sick leave or vacation; however, the continuity of employment shall be preserved for purposes of seniority.

Employees on FMLA leave shall have their health insurance coverage maintained during such leave on the same terms as if the employees had continued to work; provided if the employee fails to return to work, the employee shall be liable for the retroactive premium payments at the COBRA rate in accordance with the FMLA.

An additional three (3) month unpaid leave for child rearing, shall be granted in addition to the twelve (12) week FMLA leave with thirty (30) days of advance notice to the department head if such leave begins within twelve (12) weeks of the birth or adoption.

Any temporary help hired to fill maternity leave will not become bargaining unit members unless they stay one hundred twenty (120) days beyond the termination of a maternity leave.

*All nurses working twenty (20) hours or more per week who do not meet the federal definition shall be entitled to six (6) months of unpaid leave for birth or adoption without loss of position or seniority.

ARTICLE XIV MILITARY LEAVE AND JURY DUTY

Section 1. Military Leave

A nurse who is a member of the Reserve Corps of the Armed Forces of the United States shall be entitled to a leave of absence for Reserve Corps field training as provided by Section 7-461, Chapter 13 of the Connecticut Statutes.

Section 2. Jury Duty

Nurses required to serve on Jury Duty shall be entitled to their normal full weekly pay. The difference between that which is received for pay for Jury Duty daily and their normal daily pay shall be paid by the City.

ARTICLE XV LEAVES OF ABSENCE

Section 1.

In addition to vacation, military, or sick leave allowances, full time ten (10) or twelve (12) month employees may be allowed to be absent from duty without pay for a period not to exceed three months on the basis of application for leave without pay approved by the Director of Health and Human Services and the Personnel Director. Leave may be extended beyond three months only with the approval of the Personnel Director. Such leave shall be granted at the discretion of the City.

Section 2.

No employee shall be granted any leave of absence, other than FMLA or child rearing leave as described in this agreement and by law except in cases of extreme emergency or extenuating circumstances as approved by the Director of Health and Human Services, in conjunction with the Personnel Director.

ARTICLE XVI
TRANSPORTATION & UNIFORM ALLOWANCE

Section 1.

Transportation allowance for all nurses using their own cars for professional purposes as approved by the Director of Health and Human Services shall be at the Internal Revenue Service's standard mileage reimbursement rate in effect at the time the employee uses a personal vehicle for professional purposes. The nurse shall not transport any student or patient in her own car.

Section 2.

The City shall give each non-probationary employee \$150 per year for usual and customary nursing clothing including lab coats, and white shoes or sneakers (for on the job use) in the first pay period after September 30th. A lab coat or appropriate nursing clothing must be worn at work.

ARTICLE XVII
NON-DISCRIMINATION

The City and the Union agree that no applicant, employee or member shall be discriminated against in violation of any applicable Federal or State Equal Employment Opportunities law or the exercise of their rights under the Municipal Employees Relations Act.

ARTICLE XVIII
NEGOTIATIONS

Section 1.

The employer agrees that the Union members engaged during a normal work day in negotiations with the City shall be entitled to release time within reason without loss of salary upon prior notification to the supervisor.

Section 2.

No more than three (3) nurses representing the Union, with no more than one (1) nurse per school, shall be released at the same time.

ARTICLE XIX
GRIEVANCE PROCEDURE

Section 1.

The primary purpose of the Grievance Procedure is to secure at the earliest step possible equitable solutions to complaints or grievances of nurses or groups of nurses. Both parties agree that the proceedings under this article shall be kept as informal and confidential as may be appropriate. The employer shall afford every nurse the opportunity to have unobstructed use of this Grievance Procedure without fear of reprisal or without prejudice to her professional status.

Section 2.

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of the agreement, shall be settled in the following manner:

Section 3.

Nurses within the bargaining unit may be represented by one (1) grievance committee person. The Union shall furnish the City with the name of the grievance committee person. Alternate grievance committee persons may be appointed by the Unit #8 Chairperson to serve in the absence of the regular committee person and the City shall be so notified in advance.

When required by an aggrieved nurse, the committee person and/or the Union representative may investigate any alleged or actual grievance in their assigned work area and assist in its presentation. The employee shall be allowed reasonable time, therefore, during working hours, without loss of time or pay, upon notification to their immediate supervisor.

Section 4. Procedure

STEP 1. The grievance or dispute shall be presented to the Director of Nursing within thirty (30) days of the event which gave rise to the grievance or knowledge of the event which with reasonable diligence could have been ascertained. The Director of Nursing shall give her answer within three (3) days after the presentation of the grievance or dispute.

STEP 2. If no satisfactory settlement is reached at STEP ONE within three (3) days after the answer of the Director of Nursing is given, the matter may be referred in writing within three (3) days thereafter to the Director of Public Health. The Director of Public Health shall render a decision within ten (10) days.

- STEP 3. If no satisfactory settlement is reached at STEP TWO within five (5) days after the answer of the Director of Public Health is given, the matter shall be referred to the Director of Personnel. He shall render a written decision within ten (10) days of referral.
- STEP 4. If the grievance cannot be settled within an additional ten days, such controversy shall be referred to the State Board of Mediation and Arbitration for final and binding decision.
- a. Any grievance or dispute may be withdrawn at any step in the procedure by mutual agreement, without prejudice to the nurse, the City or the Association.
 - b. Exceptions to the time limits above may be made by mutual agreement between the parties.
 - c. Saturdays, Sundays and holidays shall be excluded from the computation of the time limits.
 - d. Any grievance or dispute which concerns more than one nurse may be filed at STEP 2 of the above procedure.
 - e. At STEP 2 of the above procedure, members of the Grievance Committee and a representative of the Association may be present from STEP 2 to STEP 4.

Section 5.

When a grievance is submitted to the State Board of Mediation and Arbitration, the said Board shall hear and act on such dispute in accordance with its rules and render a decision which shall be final and binding on all parties. In the event such dispute involves disciplinary action, the Board of Mediation and Arbitration will have the power to uphold the action of the City or rescind or modify such action, and such powers shall include, but shall not be limited to, the right to reinstate a suspended or discharged employee with full back pay. Said Board shall be limited to the express terms of this Agreement and shall not have the power to modify, amend, or delete said terms.

ARTICLE XX PENSIONS

The City of Meriden Retirement Plan (including post retirement health benefits) shall become part of this Agreement as amended from time to time by the parties.

ARTICLE XXI
TUITION REIMBURSEMENT

The Tuition Reimbursement plan is designed to encourage the development of the employee by sharing the cost of educational programs directly related to her work, and to assist her in preparing for future advancement with the City of Meriden.

Section 1.

The following provisions are established to govern the administration of the City's Tuition Reimbursement Plan:

- A. Application for reimbursement will only be considered from full-time and part-time employees who work more than twenty (20) hours per week.
- B. Applications will be approved only for course work related to the employee's present position or for a position to which he/she may be promoted.
- C. Reimbursement shall be made only for course work completed at accredited public, business, trade schools, college, universities, and for courses completed through accredited correspondence schools.
- D. Applications will not be considered if the employee is receiving funds for the same course from any other source.
- E. Applications will not be considered if the course work is available to the employee through in-service training conducted by the City.
- F. Full-time Nurses: Tuition costs of \$50.00 or less are eligible for 100% reimbursement. Tuition costs of more than \$50.00 will be paid at the rate of 100% for the first \$50.00 plus 50% of the amount in excess of \$50.00. The maximum amount of reimbursement July 1, 1994 shall be \$600.00. Beginning July 1, 2000, a maximum of \$700.00 per year for undergraduate courses, \$1,100.00 per fiscal year for graduate courses.

Effective July 1, 2007 a maximum reimbursement of \$850.00 per year for undergraduate courses and \$1,250 per year for graduate courses.

Effective July 1, 2008 a maximum reimbursement of \$1,000 per year for undergraduate courses and \$1,500 per year for graduate courses.

Part-time Nurses over twenty (20) hours per week: Tuition costs of \$50.00 or less are eligible for 50% reimbursement. Tuition costs of more than \$50.00 will be paid at the rate of 50% for the first \$50.00 plus 25% of the amount in excess of \$50.00. The maximum amount of reimbursement

shall be \$300.00 per year. Beginning July 1, 2000 they shall receive one half (1/2) the maximum of a full time nurse per fiscal year.

The applicant must present an official school receipt indicating the cost of tuition course.

- G. Reimbursement shall be made only for course work in which the applicant received a grade "C", its numerical equivalent, or better. Employees must present an official school transcript showing final grade received within one (1) week of receipt of grade by employee.

Section 2.

The following procedure permits the employee to know in advance whether or not the course(s) will be approved for tuition reimbursement, assuming the course is completed with a satisfactory grade.

- A. Employee obtains a "Tuition Reimbursement Application" form from the Personnel Department.
- B. The employee forwards the forms to the supervisor for his/her respective department and then to the Director of Health for his/her recommendation. Courses eligible for tuition reimbursement must be directly related to employees work with the City of Meriden.
- C. The Personnel Department reviews the application. One copy is returned to the employee. The other copy is retained by Personnel.
- D. Within one week after the employee has completed the course and has received his final grade, the employee submits his copy of the approved request form to the Director of Personnel along with his/her grade and tuition receipt.
- E. Upon receipt of the completed application form the Director of Personnel will prepare a service voucher to pay the employee for the amount of the tuition reimbursement.

ARTICLE XXII INSURANCE

Section 1.

The City shall provide and pay for the following insurance for all full-time nurses of the bargaining unit and their enrolled dependents:

- A. Century Preferred Plan as outlined in Appendix D.

- B. The current life insurance benefit is equal to one times the annual salary rounded off to the lowest thousand.
- C. Connecticut Blue Cross Full Dental Plan with riders A, B, C and D.
- D. If the City can provide the equivalent of service and benefits of all insurance coverage as presently provided for in this Article through another insurance carrier, the City shall have the right to substitute insurance carriers. The change of insurance carriers by the City shall not cause any employee to suffer any loss of present service nor shall any of the present benefits be reduced in any manner. If the Union determines as the result of the change in insurance carrier by the City that any employee has suffered any loss of service or benefits in any manner than those previously provided, the Union shall notify the City of such loss. The City shall upon receipt of such notice immediately reimburse said employee for the loss of service or benefits. If the City fails to or refuses to immediately reimburse said employee(s) for the loss of service or benefits within seven (7) calendar days, the City shall then immediately reinstate the insurance programs provided for in this Article. The City shall be required to make employees whole for any loss in service or benefits during this period of time.

Section 2.

All members of this bargaining unit, who are eligible for health insurance coverage, shall pay a weekly cost share that is equal to 6% of the COBRA that became effective on March 1, 2002.

An IRC 125 plan will be set up for employees to use pre-tax dollars for health care costs.

Effective January 1, 2011 the weekly cost share of 10% becomes 11% of the fully insured equivalent rate. The rate is subject to change during coalition health insurance negotiations effective 7/1/2011.

HSA language will be attached to the contract along with all insurance changes to date.

Section 3.

If any changes to insurance plan design are developed through coalition bargaining throughout the City, they shall be attached to this Agreement under separate memorandum.

ARTICLE XXIII
UNION ACTIVITIES

One Union Officer shall be allowed to attend official Union conferences not to exceed one (1) week without loss of pay for the period required to attend the function. Any period beyond one (1) week shall be at the nurse's own expense and permission for this extension shall require permission of the Director of Health. Notification shall be give to the immediate supervisor at least two (2) weeks in advance.

ARTICLE XXIV
LONGEVITY

Section 1.

The following longevity pay policy shall be in effect for employees hired prior to 8/1/16:

- A. Longevity: Effective July 1, 2010 annual longevity payments for full time nurses shall be based on the following formula:

Employees who have completed 5 years of service:	\$150.00
Employees who have completed 10 years of service:	\$275.00
Employees who have completed 15 years of service	\$400.00
Employees who have completed 20 years of service	\$500.00

- B. Longevity payments shall be made in December of the fiscal year during which the necessary years of service have been attained and thereafter annually in accordance with the formula. Said payment shall be in one lump sum.
- C. Employees must have the actual years of service on December to qualify for that year's payment. Payments shall not be prorated.

ARTICLE XXV
COPIES OF AGREEMENT

The City shall, within thirty (30) days after the signing of this Agreement, give each present nurse, and to each new nurse when she is hired, a copy of this Agreement. Three (3) copies shall be given to the Staff Representative.

ARTICLE XXVI
DUES DEDUCTION

The Union will furnish the City with a signed statement by the employee that she authorizes the City to deduct from her wages weekly dues. Such deduction shall continue for the duration of the Agreement or any extension thereof.

- A. Dues deduction shall be made on a weekly basis and shall be remitted to the Connecticut Health Care Associates, 261 Center Street, Wallingford, Connecticut 06492, not later than the last day of each month.
- B. Submission of a signed authorization to deduct dues shall also authorize the City to deduct a one-time initiation fee of thirty-five (\$35.00) dollars.
- C. The monthly dues remittance to the Union will be accompanied by a list of names of employees from whose wages deductions have been made.

ARTICLE XXVII
UNION SECURITY

Section 1.

All nurses who are on the active payroll and are members of Unit #8 as of the effective date of this Agreement, and all nurses who thereafter during the term of this Agreement become members of Unit #8, shall be required to maintain their membership in Unit #8 in good standing as a condition of continued employment.

Section 2.

All nurses hired after March 1, 1978 and all nurses who as of the effective date of this Agreement are on the active payroll but are not members of Unit #8 shall become members of Unit #8 no later than the 7th day following the completion of their probation period or the effective date of this Agreement, whichever occurs later, and shall thereafter maintain their membership in Unit #8 in good standing as a condition of continued employment.

Section 3.

For the purpose of this Article, a registered nurse shall be considered a member of Unit #8 in good standing if she tenders her periodic dues and initiation fee uniformly required as a condition of membership and the existence of a check off authorization pursuant to Article XXVI shall be deemed a timely tender of such dues.

Section 4.

Subject to the provisions of Article XIV hereof, a nurse who has failed to maintain membership in good standing as required by this Article, shall, within twenty (20) calendar days following receipt of a written demand by the City from Unit #8 requesting her discharge, be discharged if, during such period, the required dues and initiation fee have not been tendered.

ARTICLE XXVIII
WAGES

Section 1.

The wages for all employees of the bargaining unit shall be as set forth in the Appendices attached hereto. Effective July 1, 2006, Steps A & B shall be deleted from the wage scale. Nurses shall advance on their anniversary dates.

Section 2.

Effective July 1, 2006, nurses shall be hired at Step C and shall advance to the next Step annually on their anniversary date. Current step movement will occur on July 1 each year.

Section 3.

Beginning with the start of the school year 1999-2000, nurses working twenty (20) hours or more including full time ten (10) month nurses shall be paid their salary over a twelve (12) month period. Each nurse shall be paid for two hundred three (203) days plus the vacation pay below at their regular rate.

- A. Each full time ten (10) month nurse hired before 7/1/99 shall be entitled to one extra week of vacation pay. Nurses hired on or after July 1, 1999 shall not be entitled to additional vacation pay at any time.
- B. Each part time nurse working twenty (20) hours or more hired before July 1, 1999 who works ten (10) months shall earn prorated vacation pay based on the above schedule. Such time shall be added as above.

Section 4.

Salary shall be calculated by multiplying the regular rate times the days specified below, plus appropriate *vacation days and/or hours divided by fifty-two (52) weeks.

Example:	180	School Days
	3	Professional Days
	10	Days (Before and after the start of school)
	9	Holidays + 1 Floating Holiday (which may be either Labor Day or Lincoln's Birthday, at the City's discretion).

The *vacation days shown above are for nurses hired before July 1, 1999.

Section 5.

Employees will move to bi-weekly payroll when all City unions do so. Employees will be given no less than four (4) weeks notice prior to the change.

Effective July 1, 2006 employees must sign up for direct deposit with the City as a condition of continued employment.

New employees must sign up for direct deposit as a condition of employment.

Once employees move to bi-weekly payroll, employees will continue to be paid on Friday every two (2) weeks.

ARTICLE XXIX
BULLETIN BOARD

The City will provide a bulletin board to be available solely for the use of Unit #8 in the Health Department.

ARTICLE XXX
NO STRIKES OR LOCKOUTS

Section 1. No Strike

During the life of this Agreement, neither the Union nor any officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike (including sympathy strike), slowdown, concerted stoppage of work, or any other intentional disruption of the operations of the City, regardless of the reason for doing so.

Section 2. No Lockout

During the terms of this Agreement, the City will not instigate a lockout over a dispute with the Union as long as there is no breach of Section 1.

Section 3. Union Official Responsibilities

Each employee who holds the position of officer or steward or committee person of the local union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. In the event of a violation of Section 1 of this Article, the Union agrees to inform its members of their obligation under this Agreement and to direct them to return to work.

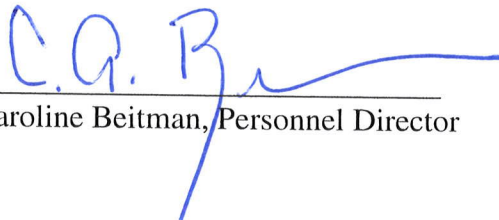
ARTICLE XXXI
DURATION

This Agreement shall be effective as of July 1, 2016 and shall remain in effect through June 30, 2019 and shall be automatically renewed for successive twelve (12) months period unless either party notifies the other in writing prior to March 1 that it desires to negotiate changes in this Agreement. Upon receipt of such notification, the parties shall arrange mutually convenient meetings for the purpose of consummating a new Agreement.

SIGNATURE PAGE

CITY OF MERIDEN

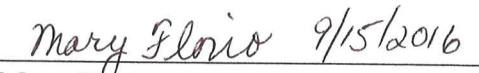
PUBLIC HEALTH NURSES, UNIT
#8, CONNECTICUT HEALTH
CARE ASSOCIATES, NATIONAL
UNION OF HOSPITAL AND
HEALTH CARE EMPLOYEES,
AFSCME, AFL-CIO



Caroline Beitman, Personnel Director



Patricia Bissonnette, President



Mary Florio
President, CHCA

Signed this 15th day of 2014

Nurses Salary Matrix 7/1/16 - 6/30/17

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Hired prior to 7/1/99	
										Step I	Step J
35E	SMOKING CESSATION COUNSELOR HOURLY	20.49	21.07	21.66	22.25	22.83	23.41	23.98	24.60		
35G	TEENAGE OUTREACH PREVENTION FACILITATOR HOURLY	22.25	22.83	23.41	23.98	24.60	25.23	25.88			
35A/C	PUBLIC HEALTH NURSE 1 HOURLY			30.98	32.55	34.34	36.68	39.26	40.83	42.24	43.40
35A	52 Weeks WEEKLY 37.5 Hrs. ANNUAL			1,161.75	1,220.63	1,287.75	1,375.50	1,472.25	1,531.13	1,584.00	1,627.50
	WEEKLY 35 Hrs. ANNUAL			60,411.00	63,472.76	66,963.00	71,526.00	76,557.00	79,618.76	82,368.00	84,630.00
	WEEKLY 35 Hrs. ANNUAL			1,084.30	1,139.25	1,201.90	1,283.80	1,374.10	1,429.05	1,478.40	1,519.00
	ANNUAL			56,383.60	59,241.00	62,498.80	66,757.60	71,453.20	74,310.60	76,876.80	78,988.00
35A	208 days WEEKLY ANNUAL			929.40	976.50	1,030.20	1,100.40	1,177.80	1,224.90	1,267.20	1,302.00
	ANNUAL			48,328.80	50,778.00	53,570.40	57,220.80	61,245.60	63,694.80	65,894.40	67,704.00
35C	203 days WEEKLY 37.5 Hrs. ANNUAL			907.06	953.03	1,005.44	1,073.95	1,149.49	1,195.46		
	WEEKLY 35 Hrs. ANNUAL			47,167.05	49,557.38	52,282.65	55,845.30	59,773.35	62,163.68		
	WEEKLY 35 Hrs. ANNUAL			846.59	889.49	938.41	1,002.35	1,072.86	1,115.76		
	ANNUAL			44,022.58	46,253.55	48,797.14	52,122.28	55,788.46	58,019.43		
35B	PUBLIC HEALTH NURSE 2 - 35 hours per week HOURLY			33.51	35.39	36.81	38.95	41.72	43.37	44.87	46.13
	WEEKLY			1,172.85	1,238.65	1,288.35	1,363.25	1,460.20	1,517.95	1,570.45	1,614.55
	ANNUAL			60,988.20	64,409.80	66,994.20	70,889.00	75,930.40	78,933.40	81,663.40	83,956.60
35F	PUBLIC HEALTH NURSE 2/COORDINATOR - 35 hours per week HOURLY			36.01	38.22	39.27	41.22	44.16	45.93	47.49	48.85
	WEEKLY			1,260.35	1,337.70	1,374.45	1,442.70	1,545.60	1,607.55	1,662.15	1,709.75
	ANNUAL			65,538.20	69,560.40	71,471.40	75,020.40	80,371.20	83,592.60	86,431.80	88,907.00

7/1/16 reflects 1.5% above 7/1/15
 Position changes after 7/1/09 - 35 hours
 Weekly 10 month before 7/1/99 = 1560 hours annually (7.5 x 208)
 Hired after 7/1/99 top step is H and 10 month nurses are paid for 203 days.
 Weekly 10 month after 7/1/99 = 1522.5 hours annually (7.5 x 203)
 Weekly 10 month after 7/1/09 = 1421 hours annually (7 x 203)

1.50%

Nurses Salary Matrix 7/1/17 - 6/30/18

		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Hired prior to 7/1/99	
										Step I	Step J
35E	SMOKING CESSATION COUNSELOR HOURLY	20.85	21.44	22.04	22.64	23.23	23.82	24.40	25.03		
35G	TEENAGE OUTREACH PREVENTION FACILITATOR HOURLY	22.64	23.23	23.82	24.40	25.03	25.67	26.33			
35A/C	PUBLIC HEALTH NURSE 1 HOURLY			31.52	33.12	34.94	37.32	39.95	41.54	42.98	44.16
35A	52 Weeks WEEKLY 37.5 Hrs. ANNUAL			1,182.08	1,241.99	1,310.29	1,399.57	1,498.01	1,557.92	1,611.72	1,655.98
	WEEKLY 35 Hrs. ANNUAL			61,468.16	64,583.48	68,135.08	72,777.64	77,896.52	81,011.84	83,809.44	86,110.96
	WEEKLY 35 Hrs. ANNUAL			1,103.28	1,159.19	1,222.93	1,306.27	1,398.15	1,454.06	1,504.27	1,545.58
	WEEKLY 35 Hrs. ANNUAL			57,370.31	60,277.72	63,592.53	67,925.86	72,703.63	75,611.04	78,222.14	80,370.29
35A	208 days WEEKLY ANNUAL			945.66	993.59	1,048.23	1,119.66	1,198.41	1,246.34	1,289.38	1,324.79
	WEEKLY ANNUAL			49,174.55	51,666.62	54,507.88	58,222.16	62,317.40	64,809.46	67,047.55	68,888.82
35C	203 days WEEKLY 37.5 Hrs. ANNUAL			922.93	969.70	1,023.03	1,092.74	1,169.60	1,216.38		
	WEEKLY 35 Hrs. ANNUAL			47,992.47	50,424.63	53,197.60	56,822.59	60,819.38	63,251.54		
	WEEKLY 35 Hrs. ANNUAL			861.40	905.06	954.83	1,019.89	1,091.63	1,135.28		
	WEEKLY 35 Hrs. ANNUAL			44,792.98	47,062.99	49,651.09	53,034.42	56,764.76	59,034.77		
35B	PUBLIC HEALTH NURSE 2 - 35 hours per week HOURLY			34.10	36.01	37.45	39.63	42.45	44.13	45.66	46.94
	WEEKLY			1,193.37	1,260.33	1,310.90	1,387.11	1,485.75	1,544.51	1,597.93	1,642.80
	ANNUAL			62,055.24	65,537.16	68,166.80	72,129.72	77,259.00	80,314.52	83,092.36	85,425.60
35F	PUBLIC HEALTH NURSE 2/COORDINATOR - 35 hours per week HOURLY			36.64	38.89	39.96	41.94	44.93	46.73	48.32	49.70
	WEEKLY			1,282.41	1,361.11	1,398.50	1,467.95	1,572.65	1,635.68	1,691.24	1,739.67
	ANNUAL			66,685.32	70,777.72	72,722.00	76,333.40	81,777.80	85,055.36	87,944.48	90,462.84

7/1/17 reflects 1.75% above 7/1/16
 Position changes after 7/1/09 - 35 hours
 Weekly 10 month before 7/1/99 = 1560 hours annually (7.5 x 208)
 Hired after 7/1/99 top step is H and 10 month nurses are paid for 203 days.
 Weekly 10 month after 7/1/99 = 1522.5 hours annually (7.5 x 203)
 Weekly 10 month after 7/1/09 = 1421 hours annually (7 x 203)

1.75%

Nurses Salary Matrix 7/1/18 - 6/30/19

										Hired prior to 7/1/99	
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
35E	SMOKING CESSATION COUNSELOR										
	21.27	21.87	22.48	23.09	23.69	24.30	24.89	25.53			
35G	TEENAGE OUTREACH PREVENTION FACILITATOR										
	23.09	23.69	24.30	24.89	25.53	26.18	26.86				
35A/C	PUBLIC HEALTH NURSE 1										
			32.15	33.78	35.64	38.07	40.75	42.38	43.84	45.04	
35A	52 Weeks										
	WEEKLY 37.5 Hrs.		1,205.72	1,266.83	1,336.49	1,427.56	1,527.97	1,589.08	1,643.95	1,689.10	
	ANNUAL		62,697.44	65,875.16	69,497.48	74,233.12	79,454.44	82,632.16	85,485.40	87,833.20	
	WEEKLY 35 Hrs.		1,125.34	1,182.37	1,247.39	1,332.39	1,426.11	1,483.14	1,534.36	1,576.49	
	ANNUAL		58,517.72	61,483.27	64,864.38	69,284.38	74,157.70	77,123.26	79,786.59	81,977.70	
35A	208 days										
	WEEKLY		964.58	1,013.46	1,069.19	1,142.05	1,222.38	1,271.26	1,315.16	1,351.28	
	ANNUAL		50,158.05	52,699.95	55,598.04	59,386.61	63,563.75	66,105.65	68,388.50	70,266.60	
35C	203 days										
	WEEKLY 37.5 Hrs.		941.39	989.10	1,043.49	1,114.60	1,193.00	1,240.70			
	ANNUAL		48,952.32	51,433.12	54,261.55	57,959.04	62,035.77	64,516.57			
	WEEKLY 35 Hrs.		878.63	923.16	973.93	1,040.29	1,113.46	1,157.99			
	ANNUAL		45,688.83	48,004.25	50,644.11	54,095.11	57,900.05	60,215.47			
35B	PUBLIC HEALTH NURSE 2 - 35 hours per week										
	HOURLY		34.78	36.73	38.20	40.42	43.30	45.01	46.57	47.88	
	WEEKLY		1,217.24	1,285.53	1,337.11	1,414.85	1,515.47	1,575.40	1,629.89	1,675.66	
	ANNUAL		63,296.48	66,847.56	69,529.72	73,572.20	78,804.44	81,920.80	84,754.28	87,134.32	
35F	PUBLIC HEALTH NURSE 2/COORDINATOR - 35 hours per week										
	HOURLY		37.37	39.67	40.76	42.78	45.83	47.67	49.29	50.70	
	WEEKLY		1,308.05	1,388.33	1,426.47	1,497.31	1,604.10	1,668.40	1,725.06	1,774.46	
	ANNUAL		68,018.60	72,193.16	74,176.44	77,860.12	83,413.20	86,756.80	89,703.12	92,271.92	

7/1/18 reflects 2.0% above 7/1/17
 Position changes after 7/1/09 - 35 hours
 Weekly 10 month before 7/1/99 = 1560 hours annually (7.5 x 208)
 Hired after 7/1/99 top step is H and 10 month nurses are paid for 203 days.
 Weekly 10 month after 7/1/99 = 1522.5 hours annually (7.5 x 203)
 Weekly 10 month after 7/1/09 = 1421 hours annually (7 x 203)

2.00%