



*Town of Arlington
Office of the Town Manager*

**Brian F. Sullivan
Town Manager**

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Memo: Town Meeting Members

Date: April 23, 2007

Subject: Collective Bargaining

Attached to this memo are three votes under the Special Town Meeting Article 2 for FY 2007 and Articles 39 and 40 of the Annual Town Meeting for our Collective Bargaining Agreements.

Collective bargaining agreements with all the unions, with the exception of the Librarians, who have an agreement through FY2007, expired in FY2006. In the expired agreements, the unions agreed to increase employee contributions for HMO healthcare coverage from 10% to 15%. The contribution rate for Indemnity plans is already at 25%. The Town has reached agreements for new two year contracts for FY2007 and FY2008 with AFSCME 680, SEIU, and Ranking Police Officers. Still being negotiated are agreements with Patrolmen and Firefighters for FY2007 and FY2008 and Librarians for FY2008.

I am pleased to report that with the cooperation of our employee groups, including the Teacher's Union, we have been able to implement a number of changes to our healthcare programs that will result in the FY2008 healthcare budget increasing only 6%. The new agreements call for a 2.5% wage increase in FY2007 tied to increased healthcare co-payments for doctor visits, emergency room, and prescription drugs. An additional 0.5% increase will be implemented when a second higher level of co-payments is implemented which cannot be done until the final two unions (Patrolmen and Firefighters) have agreed. The second year, FY2008, calls for a 3% wage increase tied to a requirement that new hires, effective July 1, 2007, pay a HMO contribution of 25%, up from 15%.

The same wage increases and healthcare changes are proposed for non-union employees and elected officials. The votes presented provide for funding for FY 2007 and FY 2008. Negotiations with the other unions are ongoing. We recommend favorable action on these votes and are ready to respond to any questions you may have.

Town Manager

ARLINGTON SPECIAL TOWN MEETING MOTION

Date: April 25, 2007

ARTICLE 2 – Collective Bargaining

I, Brian Sullivan do hereby make the following Motion:

VOTED:

That the Town hereby ratifies the following financial items contained in Memorandums of Understanding between that collective bargaining unit represented and the Town acting by and through the Town Manager, and for all M schedule, non-union, and elected officials:

A . Local 680 American Federation of State, County, and Municipal Employees: (FY 2007:\$170,000; FY 2008: \$311,680)

1. A 2 ½ percent general wage increase effective July 1, 2006,
2. A ½ percent general wage increase upon implementation of further health insurance modifications,
3. Other minor fringe benefits – training stipend and,
4. A 3 percent general wage increase effective July 1, 2007

B. Service Employees International Union (SEIU) (FY 2007: \$44,000; FY 2008: \$100,200))

5. A 2 ½ percent general wage increase effective July 1, 2006.
6. A ½ percent general wage increase effective July 1, 2007 and elimination of clothing allowance (no net cost),
7. A ½ percent general wage increase upon implementation of further health insurance modifications, and,
8. A 3 percent general wage increase effective July 1, 2007

F. Arlington Ranking Police Officers' Association (FY 2007: \$47,000; FY 2008: \$112,500))

9. A 2 ½ percent general wage increase effective July 1, 2006,
10. A 3 ½ percent general wage increase effective July 1, 2006,

G. M Schedule and non union employees (FY 2007: \$68,000; FY 2008: \$163,100))

11. A 2 ½ percent general wage increase effective July 1, 2006,
12. A ½ percent general wage increase upon implementation of further health insurance modifications and,
13. A 3 percent general wage increase effective July 1, 2007

H. Full time Elected Officials (FY 2007: \$4,500; FY 2008: \$10,800))

14. A 2 ½ percent general wage increase effective July 1, 2006,
15. A ½ percent general wage increase upon implementation of further health insurance modifications and,
16. A 3 percent general wage increase effective July 1, 2007

and the Classification and Pay Plan is amended, and for this purpose, the sum of \$333,500 be and hereby is appropriated to be expended under the direction of the Town Manager, of said sum \$179,000 to be appropriated from the 2007 health insurance appropriation, and \$154,500 from available funds.

Brian F. Sullivan, Town Manager

ARLINGTON TOWN MEETING MOTION

Date: May , 2007

ARTICLE 39 – Collective Bargaining

I, Brian Sullivan do hereby make the following Motion:

VOTED: That the sum of \$698,280 be and hereby is appropriated to fund collective bargaining agreements and other employee groups for FY 2008 as ratified in the April 30, 2007 Special Town Meeting , Article 2, to be expended under the direction of the Town Manager, of said sum to be raised by general tax.

Brian F. Sullivan, Town Manager

ARLINGTON TOWN MEETING MOTION

Date: May , 2007

ARTICLE 40 – Funding Future Collective Bargaining

I, Brian Sullivan do hereby make the following Motion:

VOTED: That the sum of \$446,725 be and hereby is appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by the general tax and said sum shall not be expended without a further vote of the Town Meeting.

Brian F. Sullivan, Town Manager