

TENTATIVE AGREEMENT
by and between the
TOWN OF WOODSTOCK
and the
COMMUNICATION WORKERS OF AMERICA
Local 1120

January 1, 2022 through December 31, 2024

The parties hereby agree to the following modifications to their Collective Bargaining Agreement, subject to ratification by the members of the bargaining unit and the Town Board.

New language is underscored and deleted language is struck-through.

Agreement #1 - Wage increases

9.1.1 Wage Rates: The wages in Appendix A reflect an increase of 3% of the "benchmark grade" on January 1, 2022, another increase of 3% on January 1, 2023, and another increase of 3% on January 1, 2024.

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Agreement #2 - Anniversary Bonus

14.1.1 A full-time employee and regularly scheduled part-time employee who has completed ten years of continuous employment with the Town will receive a one-time payment of five hundred dollars in the first pay period following the employee's fifteenth anniversary date.

twentieth

A full-time employee and regularly scheduled part-time employee who has completed fifteen years of continuous employment with the Town will receive a one-time payment of one thousand dollars in the first pay period following the employee's fifteenth anniversary date.

A full-time employee and regularly scheduled part-time employee who has completed twenty years of continuous employment with the Town will receive a one-time payment of one thousand two hundred fifty dollars in the first pay period following the employee's twentieth anniversary date.

A full-time employee and regularly scheduled part-time employee who has completed twenty-five years of continuous employment with the Town will receive a one-time payment of one thousand five hundred in the first pay period following the employee's twenty-fifth anniversary date.

A full-time employee and regularly scheduled part-time employee who has completed thirty years of continuous employment with the Town will receive a one-time payment of two thousand dollars in the first pay period following the employee's thirtieth anniversary date.

To be clear, the above anniversary bonuses are not repetitive (paid each year) and are not cumulative.

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Agreement #3 - Duration of Agreement

15.1.1 Duration: This Collective Bargaining Agreement shall be effective from January 1, 2022 through December 31, 2024, unless otherwise agreed to by the parties.

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Agreement #4 - Compensator Time

9.2.4 Compensatory “Straight-Time” (under 40 hours): An employee will have the option of receiving “compensatory time” in lieu of pay for hours worked over the employee’s regular workweek but under forty hours. In the event the employee chooses to receive such compensatory time, the employee will be credited with the equivalent of one hour of compensatory leave credits for all authorized time worked over the employee’s regular workweek, but under forty hours, in that workweek. The employee must receive prior approval from the appropriate Department Head, or designee, to take compensatory leave. The Department Head, or designee, will have total discretion in the approval of compensatory leave. The taking of compensatory time off will be denied if it would directly result in the replacement employee receiving overtime pay.

9.2.5 Compensatory “Over-Time” (over 40 hours): An employee will have the option of receiving “compensatory time” in lieu of paid overtime. In the event the employee chooses to receive such compensatory time, the employee will be credited with the equivalent of one and one-half hours of compensatory leave credits for all authorized time worked over forty hours in a given workweek. The employee must receive prior approval from the appropriate Department Head, or designee, to take compensatory leave. The Department Head, or designee, will have total discretion in the approval of compensatory leave. The taking of compensatory time off will be denied if it would directly result in the replacement employee receiving overtime pay.

9.2.6 Maximum Accumulation of Compensatory “Over-Time”: In any calendar year, an employee who is eligible for compensatory time may convert a maximum of 40 hours of overtime into 60 hours of compensatory leave credits.

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Agreement #5 - Medical Insurance Buy-Out Eligibility

12.3.1 Eligibility (hired before 10-1-2012): An employee hired into a full-time position before January 1, 2015 who is eligible for medical insurance coverage made available through the Employer may receive a cash buy-out in lieu of receiving medical insurance benefits. To be eligible for the medical insurance buy-out, the employee must provide documentation of comparable medical insurance coverage in a manner and form to be determined by the Employer and sign an appropriate waiver of medical insurance coverage and waiver of liability to the Employer.

The parties have caused this Tentative Agreement to be signed by their respective representatives.

Town of Woodstock



Bill McKenna
Town Supervisor

2/3/22

Date

Communication Workers of America



Mike Luttring
CWA Local 1120

2/14/22

Date

| Grade | | 2021 | 2022 | 2023 | 2024 |
|-------|--------------------------------------|----------------|-----------------|----------------|----------------|
| 1 | Job Rate (8% below Grade 2) | \$17.10 | \$ 17.61 | \$18.14 | \$18.69 |
| 1 | Cleaner (Herrera) | \$17.10 | \$ 17.61 | \$18.14 | \$18.69 |
| 1 | Cleaner (Cocks M) | \$17.10 | \$ 17.61 | \$18.14 | \$18.69 |
| 1 | Laborer (Whittaker) | \$17.10 | \$ 17.61 | \$18.14 | \$18.69 |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 2 | Job Rate (15% below Grade 3) | \$18.58 | \$19.14 | \$19.72 | \$20.32 |
| 2 | Laborer (Bonestell) | \$18.58 | \$19.14 | \$19.72 | \$20.32 |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 2.5 | Job Rate (7.5% below Grade 3) | \$20.24 | \$20.85 | \$21.47 | \$22.12 |
| 2.5 | Laborer (Cocks S) | \$20.24 | \$20.85 | \$21.47 | \$22.12 |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 3 | Job Rate (Benchmark Grade) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Full-time (Rice) | \$24.16 | \$24.89 | \$25.64 | \$26.41 |
| 3 | Dispatcher – Full-time (Keefe) | \$22.11 | \$22.77 | \$23.47 | \$24.18 |
| 3 | Dispatcher – Full-time (Sullivan) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Full-time (Dalsgard) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Busch C) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Busch W) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Nichols) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Policastro) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Quigley) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Rose P) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Dispatcher – Part-time (Sas) | \$24.16 | \$24.89 | \$25.64 | \$26.41 |
| 3 | Dispatcher – Part-time (Smith) | \$22.89 | \$23.58 | \$24.29 | \$25.02 |

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|-------|---|---------|---------|---------|---------|
| 3 | Dispatcher – Part-time (Williams T) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Laborer - Full-time (Williams G) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Laborer - Full-time (Keefe) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Laborer (Maragoudakis) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Laborer (Marciano) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| 3 | Court Clerk – (Rose L) | \$22.89 | \$23.58 | \$24.29 | \$25.02 |
| 3 | Court Clerk – (Lockwood) | \$21.87 | \$22.53 | \$23.21 | \$23.91 |
| | | | | | |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 4 | Job Rate (8.5% above Grade 3) | \$23.73 | \$24.45 | \$25.19 | \$25.95 |
| 4 | Open | \$23.73 | \$24.45 | \$25.19 | \$25.95 |
| | | | | | |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 4.5 | Job Rate (5.7% above Grade 4) | \$25.09 | \$25.85 | \$26.63 | \$27.43 |
| 4.5 | Field Worker (Shultis) | \$25.09 | \$25.85 | \$26.63 | \$27.43 |
| | | | | | |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 5 | Job Rate (11% above Grade 4) | \$26.33 | \$27.12 | \$27.94 | \$28.78 |
| 5 | Open | \$26.33 | \$27.12 | \$27.94 | \$28.78 |
| | | | | | |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 6 | Job Rate (12.7% above Grade 5) | \$29.69 | \$30.58 | \$31.50 | \$32.45 |
| 6 | Custodian (VanLueven) | \$29.95 | \$30.85 | \$31.78 | \$32.74 |
| 6 | Senior Dispatcher (Hamilton) | \$29.69 | \$30.58 | \$31.50 | \$32.45 |
| | | | | | |
| Grade | | 2021 | 2022 | 2023 | 2024 |
| 7 | Job Rate (15% above Grade 6) | \$34.14 | \$35.17 | \$36.23 | \$37.32 |
| 7 | Water/Wastewater Treatment Plant Operator (Allen) | \$34.14 | \$35.17 | \$36.23 | \$37.32 |

Certain employees (red) are paid above the job rate. New hires are to be paid at the job rate.

