

## LIGHT & POWER B.U.

### BENEFITS IN BRIEF

*Note: This document is a summary of benefits and is not intended to replace what is detailed within the current Collective Bargaining Agreement. Please refer to CBA for specific language.*

CONTRACT PERIOD: July 1, 2017 – June 30, 2020

UNION: Utility Workers Union of America Local 295

PROBATIONARY PERIOD: 1040 Hours Worked

ELIGIBILITY OF FRINGE: First of the month following date of hire unless otherwise indicated.

**TO BE FILLED IN AT BEGINNING OF EMPLOYMENT:**

\_\_\_\_\_ Name

Date of Hire: \_\_\_\_\_

HOLIDAYS: (11) New Year's Day, President's Day, Good Friday, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, Employee's Birthday (floater). *Immediate*

OVERTIME PAY: Time-and-one-half & double time on Sundays and Holidays. *Immediate*  
(See c.b.a. for continuous operations.)

CALL BACK PAY: 2 hours at time and one ½. *Immediate*

VACATION:

- a) Five (5) work days after one (1) year of continuous service, or five-twelfths (5/12) days per month within the first year.
- a) Ten (10) work days after two (2) years of continuous service or ten-twelfths (10/12ths) days per month for each month after first year.
- b) Fifteen (15) work days after seven (7) years of continuous service or fifteen-twelfths (15/12ths) days per month for each month after six (6) years of continuous service.
- c) Twenty (20) work days after sixteen (16) years of continuous service or twenty-twelfths (20/12ths) days per month for each month after fifteen (15) years of continuous service.

- d) Twenty-five (25) work days after twenty-two (22) years of continuous service or twenty-five-twelfths (25/12ths) days per month for each month after twenty-one (21) years of continuous service.

Regular full-time employees shall be eligible to begin using accumulated leave in the first full month following their date of hire based on the accrual rate identified above. Vacation days accruing to an employee in excess of twenty (20) as of July 1 shall be used by the employee prior to the following October 31 or be lost with no compensation to the employee.

Upon separation from service, employees will be entitled to compensation for any unused portion of accumulated leave except separation for retirement, at which time the employee will be entitled to reimbursement for a maximum of ten (10) days accumulation.

**HEALTH INSURANCE:**

Employee option to select from Priority Health Plan #1 or HDHP with HSA.

Employer shall pay 80% of the monthly cost with the employee responsible for 20% of the monthly cost.

For coverage under a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA), the cost of the plan deductible will be paid by the Employer into an eligible employee's individual health savings account on an annual basis. New hires and/or employees who increase coverage level from single to double/family after July 1 shall receive a pro-rata payment into their health savings account beginning with the first full month of insurance eligibility or coverage change through the end of the plan year. Employee shall be responsible for the remainder of the deductible.

In-Lieu of health insurance opt-out of 2,400/yr.

**LIFE INSURANCE:**

\$50,000 term life with double indemnity for accidental death.

**DENTAL:**

Delta Dental Plan - TCL&P provides dental insurance to employees of the collective Bargaining unit, to the employee's spouse and their dependent children. TCL&P pays 100% of the insurance premium.

VISION:	MetLife Vision Plan - TCL&P provides vision insurance to employees of the collective Bargaining unit, to the employee's spouse and their dependent children. TCL&P pays 100% of the insurance premium.
SICK/SHORT-TERM LEAVE:	7 STL days/Dec 1 to Nov. 30, non-accrued, cashed out following first full pay period after Dec. 1 <sup>st</sup> of each year. New hires will receive pro-rata amount of STL based on their d.o.h. & benefit period.
SHORT TERM DISABILITY:	Coverage for non-duty related injury/illness: Coverage eff. 1 <sup>st</sup> day of injury/8th day of illness. Up to 26 weeks of coverage per occurrence.  Weekly benefit of 66 2/3% of the employee's gross wage.
LONG TERM DISABILITY:	60% of monthly earning, \$4k max., 6 month elimination period, Family Social Security Integration, duration to age 65 or normal S.S. retirement age, w/Managed Disability Solutions.
PERSONAL DAYS:	3 days per fiscal year, prorated according to hire date (July through June).
BEREAVEMENT LEAVE:	Funeral leave in case of death of any relative living within the household of the employee or death of: spouse, child, parents, sister, brother, "in-laws" – father, mother, sister, brother, son, daughter, grandparents, grandchildren, step mother/father/child, son-in-law, daughter-in-law, grandparent-in-law, father/mother-in-law, sister/brother-in-law of current marriage. Leave granted for 3 consecutive work days or up to 5 days for relatives living in the household or if funeral is more than 300 miles away.
SHIFT PREMIUM:	\$1.00/hour for afternoon (2 <sup>nd</sup> ) shift & \$1.50/hour for night (3 <sup>rd</sup> ) shift for positions engaged in continuous operations.
COLLEGE EDUCATION INCENTIVES:	Light & Power will reimburse up to 100% of the cost of tuition for education and training courses which are directly related to any company job description subject to certain conditions being met.
LIMITED FLEXIBLE SPENDING ACCOUNT:	Voluntary salary redirection program for contributory insurance premium election, dependent care assistance, and medical reimbursements.

457 DEFERRED COMP.:

If employee contributes 1.5% of gross pay the Employer will contribute 6%. If employee's contribution is less than 1.5%, the Employer makes no contribution.

For employees hired on or after July 1, 2012, employer will contribute an additional 4% per year into the employee's 457 Deferred Compensation Plan effective 7/1/2017.

RETIREMENT HEALTH SAVINGS PLAN:

MERS Health Care Savings Plan. Employer and employee will each contribute 1% of employee's gross salary (including longevity, overtime, regular hours, STL and/or vacation). Annual cash-outs and retirement cash-outs are not subject to employer or employee contributions. Participation is mandatory and irrevocable.

PENSION PLAN:

MERS C-1 (1.5% multiplier), Base Wages, FAC-5 (final avg. Compensation - the avg. of base wage compensation pd. during the highest 60 consecutive months), V-6 (6 yr. vesting). Early retirement of 55 yrs. of age w/25 yrs. of service. E-2 (post-retirement annual, automatic non-compounded adj. of 2.5% of the base retirement amount).

RESIDENCY REQUIREMENT:

Employees must live w/in a radius of 15 miles or 20 road miles of City limit.

RETIREE HEALTH INSURANCE:

Board to pay Retiree Health Insurance for Retiree (employee only) if employee retires directly from employment under MERS system. *(see CBA for detailed provisions)*.

Effective July 1, 2017, for all new hires who become eligible for a pension benefit, the Board will pay the retiree's hospital-medical-surgical insurance coverage until the retiree is Medicare eligible; at which point this obligation for the Board will terminate.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date