

SETTLEMENT AGREEMENT

This Settlement Agreement is entered into between the Town of Tolland ("Town") and the Town Hall Employees, CSEA, SEIU Local 2001 ("Union") in full and final settlement of a contract to succeed the collective bargaining agreement between them which expired on June 30, 2008.

More specifically, the Town and the Union hereby agree as follows:

1. **Duration.**

The new contract shall be effective for the two-year period of July 1, 2008 through June 30, 2010.

2. **Wages.**

The wages rates for all bargaining unit employees shall increase as follows:

- a. Effective retroactive to July 1, 2008 - 2.75%
- b. Effective July 1, 2009 - Wage Freeze (all rates shall remain the same as in 2008-2009)

The wage rate increase provided for fiscal year 2008-2009 shall be provided to laid off employees and those whose hours of work were reduced during 2008-2009 for hours they worked during such year.

3. **Medical and Dental Insurance Premium Cost Sharing.**

Employees shall continue to pay 16% of medical and dental insurance premium costs through June 30, 2010.

4. **Compensation for Overtime Work.**

Effective July 1, 2009 the Memorial Day and Independence Day holidays listed in Article 11, Section 2.b. shall be replaced with Martin Luther King Day and President's Day.

5. **Administrative Secretary I and Administrative Secretary II Job Classifications.**

In recognition of the similarity in the nature of the work performed by the job classification of Administrative Secretary I and Administrative Secretary II, the parties agree that the job classification of Administrative Secretary I shall cease,

except that current incumbents in positions presently classified as Administrative Secretary I shall continue to maintain such classification so long as they are in those positions. When such positions become vacated, they shall be replaced, if at all, with the Administrative Secretary II classification.

6. **Job Classification Study.**

The parties mutually agree that the recommendations set forth in the Job Classification and Compensation Study engaged by the Town of Tolland shall not be incorporated into the terms of the successor collective bargaining agreement and further agree the Town shall not have any obligation to incorporate the recommendations contained in the Study in any future contract. Nothing shall prevent the Union from making proposals regarding classification pay rates in future collective bargaining.

7. **Union References.**

The parties agree that all references to CSEA, Local 760 shall be replaced with CSEA, SEIU, Local 2001.

8. **Management Rights.**

The parties agree to correct the typographical error contained in Article 2, Section j consistent with Union Proposal #3.

9. **Holidays.**

The parties agree to amend Article 7, Section 6 to replace the reference to Article 12 with Article 11.

10. **No Layoffs.**

The Town agrees that except for layoffs and other reductions that have already been announced by the Town prior to the date of this Settlement Agreement, the Town shall not layoff any current bargaining unit employee or reduce the current work schedule of any such employee through June 30, 2010. This shall not prevent the Town from terminating an employee for cause or from deciding not to fill any position that otherwise becomes vacant.

All the provisions of the parties' 2005-2008 collective bargaining agreement that are not affected by the above-referenced terms shall remain.

The parties have reached this Agreement on this 25th day of March, 2009.

TOWN OF TOLLAND

TOWN HALL EMPLOYEES
CSEA, SEIU LOCAL 2001

Robert J. Myers 3/27/09

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