

2. (7.2) Raises for Hourly Employees:

- a. H1, H2 and H3 employees will receive a **3%** increase for the year of **2026**
- b. H1, H2 and H3 employees will receive a **3%** increase every year thereafter for years **2027 through 2030**
- c. H4, H5, and H6 employees will receive a **5%** increase for the year 2026
- d. H4, H5, and H6 employees will receive a **3.5%** increase every year thereafter for years **2027 through 2029**
- e. H4, H5, and H6 employees will receive a **3.0%** increase for the final year of the contract, **2030**.
- f. Heavy Equipment Mechanics (6 employees) will receive a **\$3.00** per hour raise. Additionally, the City of North Tonawanda will continue to honor the Memorandum of Understanding paying Heavy Equipment Mechanics **\$3.20** per hour, which was duly executed by the City of North Tonawanda and Affiliated Local Union No. 515A of the American Federation of State County and Municipal Employees, dated June 18th, 2024.
- g. **Throughout the 2026 Calendar year, the Heavy Equipment Mechanics shall not receive the five percent (5%) wage increase specified for the H-6 Classification. Effective January 1, 2027 and continuing for the remainder of the contract term, the Heavy Equipment Mechanics shall be paid according to the standard H-6 pay schedule, in addition to all other wage adjustments and agreements referenced herein.**
- h. **The Heavy Equipment Mechanic Supervisor position, as a salaried position, will receive a 4% raise for the year 2026, and a 3% raise for 2027 through 2030.** Additionally, the City of North Tonawanda will continue to honor the Memorandum of Understanding paying the Heavy Equipment Mechanic Supervisor an additional **\$3.20** per hour, which was duly executed by the City of North Tonawanda and Affiliated Local Union No. 515A of the American Federation of State County and Municipal Employees, dated June 18th, 2024;

3. (7.1) Raises for salaried employees:

- a. All salaried employees will receive a **4%** increase for the year 2026
- b. All salaried employees will receive a **3%** increase every year thereafter for years 2027 through 2030.
- c. 7.11(b) Will be changed as follows:

TITLE	STEP 1	STEP 2	STEP 3	STEP 4
Account Clerk Typist				
Account Clerk Stenographer				
Storekeeper				
Dispatcher				
Senior Account Clerk				
Wastewater Liftstation Operator (1)				
Sanitation Supervisor				
Senior Heavy Equipment Mechanic				
Heavy Equipment Maintenance Supervisor				
Wastewater Liftstation Operator (2)				

- i. The position of Liftstation Operator (1) will be the standard rate of pay for an untested permanent position; however the position of Wastewater Liftstation Operator (2) is only available to a qualified individual who has passed a previously offered civil service test for same.

4. (7.31) Miscellaneous:

- a. If an employee is called back to work after he has completed his regular shift for the day and has left the employer's premises, he shall be paid at his overtime hourly rate for all work performed as a result of such call back, but he shall receive no less than **four (4) hours work or four (4) hours pay** at his regular rate.

5. The following will be added as 10.54(1): "An approved, qualified employee who has met all of the requirements under Section 10 is allowed to borrow a maximum of thirty (30) days from the sick bank in relation to a single injury or illness. After the expiration of thirty (30) days, the qualified employee must re-apply for additional time."

- a. The following will be added as 10.54(1)(a): "Any qualified employee who uses sick bank time shall repay twenty-five percent (25%) of the amount of the sick bank time borrowed within two (2) years from their return date to work. Repayment shall be made by the employee who borrowed the time, and may be satisfied by using personal leave, vacation leave, sick leave, and/or compensatory time."

6. The following will be added as 11.12(4) For medical appointments related to work related injuries only, an employee may have 20 hours of medical time per year, which can be used in 1 hour increments, with proof deemed sufficient by management, and the city of North Tonawanda.

7. (11.13) Funeral Leave:

The employer will grant leave of absence without loss of pay to an employee if there has been a death in the employee's immediate family, provided:

- a. as used in this paragraph, "immediate family" shall be limited to the employee's spouse, domestic partner, biological children, step-children, fostered children and/or adopted children, parent, grandparent, grandchild, sister, brother, brother-in-law, sister-in-law, father-in-law, mother-in-law, step-parents, step-grandparents, the person occupying the position of parent of the employee or his spouse or domestic partner, and spouse or domestic partner's grandparents.
- b. The employee attends the funeral; and
- c. Only the employee's regularly scheduled working days which are within four (4) calendar days of the funeral will be granted as days of leave and not more than five (5) regularly scheduled working days will be granted as days of leave for each death in the employee's immediate family.

8. (12.12 (A)) Benefits:

a. The following language will be removed:

- i. Any reference to Blue Cross/Blue Shield; and
- ii. Any restrictions on the City changing Administrators of the self-insured medical insurance plan and/or prescription plan.

b. The following language will be added:

- i. All references to insurance plans will be consistent with current employees maintaining their current level of coverage while allowing current employees the option of choosing any plan offered by the City.
- ii. New employees hired after January 1st, 2026 will have a choice between the NT HSA and NT #3.
- iii. New employees, hired after January 1st, 2026, are to contribute the following:
 1. 25% for 10 years,
 2. 12% thereafter for NT#3,
 3. 20% for 10 years,
 4. 12% thereafter for the NT HSA.

- iv. Current employees, hired between January 1, 2016, and December 31st, 2025, Section 12.12(B)(3) will remain the same.
- v. Vision and Dental plans and Medicare Advantage plans will be incorporated per MOU.
- vi. Incorporate Retiree contributions based on MOU.

9. Medical Waiver:

- a. Added to Definition Section: An eligible employee shall be an employee who is eligible for an actually has procured through his or her spouse medical insurance as herein defined. Said employee shall be required to furnish proof of coverage through his spouse's plan, if requested by the employer.
- b. (12.42): Employees wishing to waive the cost of medical coverage would be eligible to receive one-half (1/2) of the cost of this coverage, or three thousand dollars (\$3,000.⁰⁰) for single and six thousand dollars (\$6,000.⁰⁰) for family, whichever is lower, for the period of January 1st, through December 31st in their paycheck on the first payday in December, as a modification to wages (subject to taxes). This amount, one-half (1/2) of the cost of coverage, or three thousand dollars (\$3,000.⁰⁰) for single and six thousand dollars (\$6,000.⁰⁰) for family, whichever is lower, would be prorated over a year when an employee is hired or terminated, or requires the immediate reinstatement of coverage due to the hiring or termination of their spouse, dependent on the number of months actually waived. for the purposes of this paragraph, the figure of three thousand dollars (\$3,000.00) calculates out to two hundred fifty dollars (\$250.⁰⁰) and six thousand dollars (\$6,000.00), calculates out to \$500.00 per month.
- c. (12.43): Any employee desiring to waive this coverage will be required to sign the attached form (Appendix F) by December 1st of the preceding year for the succeeding calendar year January 1st through December 31st of each and every year. Any employee who waives said coverage and then desires to reinstate coverage will have to sign the waiver of cash payment (Appendix G) and submit same by December 1st to reinstate coverage January 1st. Any employee who is in need of coverage after having waived same due to the death of a spouse or the termination of a spouse's coverage, will be eligible to waive coverage and to reinstate same pursuant to the adopted policy and procedure of the medical insurer.

12.16 (A.1) Retiree Health Insurance: upon the retiree or his spouse becoming eligible for Medicare, either due to age or disability, the retiree or his spouse must enroll in the Medicare Advantage Plan offered by the City with coverage equal to or better than the benefits outlined in attached Appendix _____. The retiree or his spouse who has yet to reach the Medicare eligibility age shall continue to be covered under his prior plan until that party reached the Medicare eligibility age, at which point said party must enroll in said Medicare Advantage Plan. Said coverage under this section will continue until the retiree attains the age of seventy (70), or until the retired person secures other employment where the new employer assumed an equivalent plan, or where the retired member is covered by the spouse's insurance; however, in the event the spouse's insurance would expire or no longer be effective, then the retiree may re-enroll in the City's Medicare Advantage plan with the City paying their percentage of the premiums as set forth below.

Furthermore, upon retirement, an employee may convert up to two weeks of **vacation days to sick days**.

12.16 (A.2) The following shall apply when determining retiree Health Insurance benefits:

Each retiree having at least fourteen (14) years of service for the City of North Tonawanda Department of Public Works shall have the option between the following sections:

(1) Fully paid Medical Coverage until age sixty-five (65) for the retiree and spouse with the current plan (not tied to any sick days), or:

(2) “The employer will provide medical insurance coverage for persons retiring at the group rate, and by payment of a percentage of the premiums, pursuant to the schedule below. The balance of said premiums will be billed to the retiree and

paid by same. The employer will provide said coverage until the employee reaches the age of seventy-two (72), or otherwise terminated or preempted by other coverage through Medicare, Medicaid, or a spouse plan. The City shall pay their percentage of the premium as set forth in this section. The number of sick days at retirement shall determine the percentage of premiums paid by the City of North Tonawanda. The city shall inform the retiree of the amount owed annually or as premiums change. Failure to pay the amount owed by the retiree at a minimum of monthly, shall result in cancellation of the policy with or without notice.”

Number of sick days at retirement	Employee Contribution	Employer Contribution
75-99+	0%	100%
60-74	25%	75%
45-59	45%	55%
30-44	50%	50%
0-29	65%	35%

12.16(b) omit

(3) 6.31(c): This provision will be removed: *(The city shall call two (2) numbers, which shall be provided by each employee to the employer when calling for overtime. Should an employee only provide one (1) number, the City shall be only responsible for calling one number*

(4) 12.15 Dental and Vision: Beginning January 1, 2026, the City shall contribute an amount, not to exceed forty thousand dollars (\$40,000.00) toward a base dental and vision plan, which will continue to be appendix A of the Memorandum of Understanding, which was duly executed by the City of North Tonawanda and Affiliated Local Union No. 515A of the American Federation of State County and Municipal Employees, covering the period of January 1st, 2022, through December 31st, 2025, to be applied proportionately towards the premiums for all employees opting into said plans. Any premiums in excess of the City’s contribution shall be paid by the employees. Any increase from the benefits offered in the base plans shall be paid by the employees. Said plan shall cover from January 1st of each year to December 31st of the same year. For any partial year said amount is to be prorated.

(5) 12.21 Longevity:

Years of Service	Amount of Longevity Payment
7 years but less than 10 years	\$800.00
10 years but less than 15 years	\$950.00
15 years but less than 20 years	\$1,100.00
20 years but less than 25 years	\$1,250.00
25 years and over	\$1,400.00

(6) 13.10 Miscellaneous:

a. “The City, upon request in writing with receipt will reimburse AFSCME employees up to two hundred fifty dollars (\$250.00) towards the cost of their CDL license renewal.”

(7) 13.13 Miscellaneous:

a. 25% more in safety equipment from \$15,000 - \$18,750.

