



AGENDA ITEM # 7F

AGENDA ITEM EXECUTIVE SUMMARY

Village Board Meeting

August 13, 2018

Item Title: Amendment to the Collective Bargaining Agreement Between the Village of Roselle and SEIU, Local 73, Representing the Part-time Firefighters.

Staff Contact: Jason Bielawski, Assistant Village Administrator

VILLAGE BOARD ACTION

Adopt a resolution amending the collective bargaining agreement between the Village of Roselle and the Service Employees International Union, Local 73 representing the part-time firefighters.

Executive Summary:

The collective bargaining agreement with the part-time firefighters union, SEIU, Local 73, contains a provision that should the Federal Patient and Protection and Affordable Care Act ("Act") require the Village to provide health insurance to part-time firefighters that both parties agree to reopen the agreement to discuss the impact of the Village having to provide health insurance. The Act mandates that any individual who works on average at least 30 hours per week or 130 hours per month is to be offered health insurance by the employer.

Based on the work schedules contained in the collective bargaining agreement that permits firefighters to work at least 168 hours per month as well as the need to have an adequately staffed fire department at all times, limiting part-time firefighters to less than 130 hours per month isn't feasible. As a result, the Village has been required to provide health insurance to eligible part-time firefighters. Staff has worked with the Village's labor attorney, health insurance broker, and the union on the terms by which health insurance will be offered to eligible part-time firefighters. Attached is a resolution that would amend the existing collective bargaining agreement as follows:

1. Replace the existing Section 18.3, titled "Health Insurance Reopener" with a new Section 18.3 titled "Health Insurance"
2. Eligibility for health insurance will be determined in accordance with the Village's Policy that uses a 12-month look back period in order to identify the average hours worked within the previous 12-months.
3. If during the previous 12-months a part-time employee averages at least 30 hours per week/130 per month, the employee is eligible for health insurance.

4. If eligible for insurance, the Village agrees to pay \$1750 per year towards the insurance premium with the employee paying the difference. The Village currently budgets, on average, \$15,600 towards insurance premiums for the remaining full-time employees.
5. If the part-time employee declines health insurance the Village will pay the employee \$1,750 over the following twelve months in accordance with the Village's Alternative Insurance Incentive Program.
6. Since the Act only mandates health insurance, part-time firefighters will not be eligible for any other Village insurance programs such as a dental, life, or vision.

Implications:

Is this item budgeted? Yes, any expenses associated with health insurance are covered through the Village's Health Insurance Fund.

Any other implications to be considered? The resolution will amend the collective bargaining agreement by replacing Section 18.3 in its entirety. In some cases the Village Board approves a side letter which serves as a way to clarify or document the interpretation of particular agreement language or section of the agreement without actually amending the agreement.

Attachments:

Resolution

**A RESOLUTION AMENDING THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE VILLAGE OF ROSELLE AND THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 73, REPRESENTING THE PART-TIME
FIREFIGHTERS**

WHEREAS, the Village of Roselle and the Service Employees International Union, Local 73 enter into this Side Letter Agreement to commemorate negotiations over an amendment to Article XVIII Miscellaneous, Section 18.3, titled "Health Insurance Reopener."

WHEREAS, an amendment to Section 18.3 is necessary to provide an opportunity for the Village to comply with the Federal Patient and Protection and Affordable Care Act; and

WHEREAS, the Village has concluded that an amendment to Section 18.3 is a reasonable and necessary action to provide part-time employees who average 30 hours or more per week access to health insurance;

WHEREAS, the Village has concluded that an amendment to Section 18.3 is a reasonable and necessary action to ensure the ability to adequately staff part-time firefighter positions within the Fire Department;

Therefore, the Village of Roselle and Service Employees International Union, Local 73 hereby agree and commit to the following language to replace Section 18.3 in its entirety with the following new Section 18.3:

Section 18.3: Health Insurance

A bargaining unit member may become eligible for health insurance if the member averages 30 or more hours per week during the Standard Measurement Period as used in the Village's Employer Shared Responsibility Look Back/Stability Period Safe Harbor Policy and in compliance with the Federal Patient and Protection and Affordable Care Act ("the Act"). A member determined to be eligible will be offered a Village designated health insurance plan during the normal Open Enrollment Period with the following options:

1. Enroll in the Village's designated health plan during the Open Enrollment Period. The Village will contribute a maximum of \$1,750 annually, paid out monthly, towards the required health insurance premium as established by the Village prior to the beginning of the fiscal year health plan. The employee shall be required to pay the remaining required premium through payroll deduction. If the employee does not earn enough in wages to cover the required payroll deduction for health insurance, the employee shall submit the shortfall in premium to the finance department within no less than 5 calendar days of the payroll in which insufficient wages are available. If at any time the employee is delinquent more than 30 days in paying their monthly premium, coverage will be terminated and the employee will qualify for re-enrollment in health insurance only at the following open enrollment period, if eligible.

2. Decline enrollment in the designated Village health insurance plan during the Open Enrollment Period and participate in the Village's Alternate Insurance Incentive Program. In lieu of enrolling in the Village's health insurance plan the employee will be paid a total annual stipend of \$1,750, which shall be paid out in accordance with the Village's Alternate Insurance Program following the Open Enrollment Period.
3. Bargaining unit members are not covered by the Village's dental, life, or vision insurance plans, or any other insurance plan(s) that might be made available from time to time.

Executed this ____ day of August, 2018, after ratification by the Union's membership and after receiving approval by the Village Corporate Authorities:

Village of Roselle:

**Service Employees
International Union, Local 73:**

Andrew J. Maglio, Mayor

Scott Sutherland
SEIU, Local 73

Patricia Burns, Village Clerk

Steve Stanek
Union Representative