

Minutes of the August 11, 2017
Special Meeting of the Southeast Area Transit District Board of Directors

Board Members Present: Fred Allyn III (Ledyard), Tammy Daugherty (New London), Deberey Hinchey (Norwich), Ronald McDaniel (Montville), Rich Moravsik (Groton), Mark Oefinger (Groton), Kevin Skulczyck (Griswold), John Salomone (Norwich), Thomas Sparkman (Lisbon), Daniel Steward (Waterford)

SEAT Staff: Michael Carroll (General Manager), Alfred Fritzsche (Finance Director), Ginger Morse (Administrative Assistant)

Other Attendees: None

1. **Roll Call:** Called to order at 11: 02 am by Chairman McDaniel; it was noted that a quorum was present.
2. **Public Participation:** None
3. **Communications:** None
4. **New Business: 2017-2020 Labor Agreement Between SEAT and ATU Local 1209:**

SEAT Management, assisted by labor counsel Loraine Cortesa-Costa, has successfully concluded negotiations for a three year labor contract with the Amalgamated Transit Union (ATU) Local 1209. The Membership ratified the agreement on August 5, 2017, with a 2/3 of the membership voting in favor.

The finalized agreement along with a summary page was sent to the Board prior to the meeting. Communications were regularly provided to the board via board meetings and email communication over the past six months.

Mr. Carroll provided an overview of the Labor Agreement as well as the process with negotiations. There was considerable discussion amongst the board about the health benefit plan. Major changes were discussed amongst the board, which included changes in the health insurance provider and entering into the CT Partnership plan for three years. Joining the CT Partnership plan puts SEAT into a much large pool vs. its own, proving a more competitive premium and plan. Staying with the previous plan would have resulted in a 40% premium increase. There was a significant amount of high paid claims (as a result of

extensive procedures, illnesses and hospital stays) in the previous year driving the dramatic premium increase. The new plan has no deductible (previously fully funded by SEAT), with a new \$15 co-pay (reimbursement from SEAT of \$7.50). The new plan provides a Health Enhancement Program which requires regular health maintenance measures to commit to (yearly physicals, age-and gender-appropriate screenings and preventive care) and participation in disease management programs. Failure to meet with HEP guidelines will result in higher premiums, along with a deductible to meet that the employee is responsible to pay.

Under the old contract, SEAT operated a significantly reduced schedule on Columbus Day and Martin Luther King Day and NO service on President's Day. The new contract will allow for regular bus service on Columbus Day, Martin-Luther King Day and President's day, and employees will receive floating holidays.

Operator staffing was discussed. Currently there are 38 drivers and 2 will be starting that coming Monday. The previous contract required 41 full-time employees be hired before offering part-time employees. The new contract provides allowance for hiring up to 2 part-time employees with no minimum full-time employee requirements. Part-time employees do not receive medical benefits however can accrue limited vacation and sick time.

The financial impacts of the agreement are within the recently approved FY18 operating budget, and do not require additional funding assuming budgeted State contributions.

Mr. Allyn asked about the sustainability of the operation if the State reduces the budget. Mr. Carroll responded that service reductions and possible changes to staffing would need to be implemented.

Mr. Oefinger suggested inviting Board members to sit in on negotiations when the contract is re-negotiated.

Chairman McDaniel, Motion to ratify 2017-2020 Labor Agreement between SEAT and ATU Local 1209, (Steward/Sparkman); unanimous.

5. **Adjournment:** There was no further business and the meeting was voted by consent to adjourn at 11:28 am. Motion to approve (Steward/Allyn); unanimous.
6. **Next Meeting:**

Next Board meeting is September 20, 2017 (or directly following close of SE CT Council of Governments meeting). SE CT Council of Governments, 5 Norwich Avenue, Norwich, CT.

Respectfully Submitted, Rich Moravsik, Secretary