

SPECIAL MEETING – ATHENS TOWN BOARD – March 24, 2014

A special meeting of the Athens Town Board was called to order by Supervisor Joseph Iraci on March 24, 2014 at 7:02 p.m. with the Pledge of Allegiance to the Flag.

The following people were present: Supervisor Joseph Iraci; Councilwoman April Paluch; Councilwoman Mary H. Brandow and Councilman Michael Ragaini. (Town Clerk Linda M. Stacey was absent.)

The Town Board reviewed the following policies again and voted favorably:

- 1) Changes to Town Board Policy
- 2) Workplace Safety
- 3) Incident/ Accident Report
- 4) Sexual/ Harassment Policy
- 5) Equal Opportunity Non-discrimination Policy
- 6) Whistleblower Protection

On the motion of Councilwoman Mary H. Brandow seconded by Councilwoman April Paluch the following **RESOLUTION #2014-18** to adopt the *above Policies was adopted by the Town Board*. Ayes- 4(Iraci; Paluch; Brandow Ragaini) Noes-0 Absent-1(Butler) Abstentions-0

Councilman Michael Ragaini made a motion seconded by Councilwoman Mary H. Brandow to *go into Executive Session for negotiations*. Ayes- 4(Iraci; Paluch; Brandow Ragaini) Noes-0 Absent-1(Butler) Abstentions-0

Councilwoman April Paluch made a motion seconded by Councilman Michael Ragaini to *adjourn Executive Session and reconvene the special meeting*. Ayes- 4(Iraci; Paluch; Brandow Ragaini) Noes-0 Absent-1(Butler) Abstentions-0

On the motion of Councilman Michael Ragaini seconded by Councilwoman Mary H. Brandow the following **RESOLUTION #2014-19** was adopted as follows:

MEMORANDUM OF AGREEMENT
by and between the
TOWN OF ATHENS
and
TEAMSTERS LOCAL 294

Retiree Medical Insurance for Ronald Townley

Part 1 - Age and Years of Service Requirements

Whereas, Ronald Townley was hired as an employee in the Town of Athens Highway department on June 9, 2003 and will retire from Town employment on or about March 31, 2014; and,

Whereas, the current Collective Bargaining Agreement for employees in the Highway Department sets the age and years of service for employees hired after December 17, 2001, to be eligible for retiree medical insurance as: "must be age **fifty-five** or older and have **twenty-five** years of continuous service; or, must be **sixty-five** years old with **twenty** years of continuous service"; nevertheless,

The parties agree that the years of service requirement for Ronald Townley was intended to be waived as part of the current Collective Bargaining Agreement and therefore is hereby waived.

Part 2 - Requirement to be Enrolled in Town-plan

Whereas, Ronald Townley is currently enrolled in the union-sponsored medical insurance plan; and,

Whereas, the current Collective Bargaining Agreement for employees in the Highway Department further requires that to be eligible for retiree medical insurance such employee "must have been enrolled under the Town's medical insurance plan for at least one year immediately prior to the date of retirement"; nevertheless,

The parties agree that said one-year requirement was intended to be waived as part of the current Collective Bargaining Agreement and therefore is hereby waived.

Part 3 - Premium Payments

Whereas, the current Collective Bargaining Agreement for employees in the Highway Department states that the Town will pay the same percentage of the premium that was made at the time of the employee's retirement; therefore,

The parties hereby agree that the Town will pay the monthly premium of the Medicare supplemental policy made available through the Town for individual coverage for Ronald Townley.

Part 4 - Retiree's Spouse

Whereas, the current Collective Bargaining Agreement for employees in the Highway Department states that coverage is to include the employee's spouse during the employee's lifetime provided the spouse was *eligible* for coverage under the Town's medical insurance plan on the retiree's last date of employment with the Town and the spouse is not eligible to receive comparable medical insurance coverage under another plan; therefore,

The parties hereby agree, that the Town will pay the monthly premium under the Town-sponsored medical insurance plan for individual coverage for the spouse of Ronald Townley; further, when the spouse meets the eligibility criteria for Medicare coverage the spouse will be enrolled in a Medicare supplemental policy made available through the Town and the Town will pay the monthly premium of said Medicare supplemental policy.

It is understood that in accordance with the current Collective Bargaining Agreement, upon the death of a retiree, the surviving spouse may continue to receive the deceased retiree's medical insurance and prescription drug benefits, at the sole cost and expense of such spouse upon written notice to the Employer of the election to continue such coverage. In the event of legal separation or divorce, the retiree's spouse shall not be eligible for coverage except as provided under state and federal law (e.g. COBRA).

Part 5 - Execution of Agreement

It is understood that the terms and conditions within this Memorandum of Agreement are unique to this matter and shall not be considered as setting a precedent in any other matter.

The parties have caused this Memorandum of Agreement to be signed by their respective representatives.

TOWN OF ATHENS


Joseph Iraci
Town Supervisor


Date

TEAMSTERS LOCAL 294


Rocco Losavio
Business Agent


Date

WHEREAS, the Town of Athens and Teamster Local 294 desire to enter into a Memorandum of Agreement with regard to retiree medical insurance for Ronald Townley;

NOW, THEREFORE, BE IT

RESOLVED, that the Town Supervisor is authorized and directed to execute said Memorandum of Agreement, a copy of which is annexed to this Resolution and made a part hereof; and be it further

RESOLVED, that the Town Supervisor may take all the steps reasonable and necessary to implement the intent of this Resolution and the Memorandum of Agreement.

The proposed Resolution having been approved by a majority of the Board, the same was declared duly adopted by the Athens Town Board. Ayes- 4(Iraci; Paluch; Brandow Ragaini) Noes-0 Absent-1(Butler) Abstentions-0

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As there was no further business to come before the meeting Councilwoman April Paluch made a motion to adjourn seconded by Councilwoman Mary H. Brandow. Ayes- 4(Iraci; Paluch; Brandow Ragaini) Noes-0 Absent-1(Butler) Abstentions-0