

**TOWN OF BOLTON
and
BOLTON TOWN EMPLOYEES
LOCAL 1303-126**

DRAFT TENTATIVE AGREEMENT

CONTRACT FISCAL CHANGES:

- 1. Contract Duration:**
July 1, 2022, through June 30, 2025

- 2. General Wage Increase:**
7/1/2022 – 2.75%
7/1/2023 – 2.75%
7/1/2024 – 2.75%

- 3. Medical Insurance:**
 - a. Plan – Connecticut Partnership Plan
 - b. Employee Premium Cost Share Contribution
7/1/2022 – 13.5%
7/1/2023 – 14.5%
7/1/2024 – 15.5%

- 4. Deferred Compensation Contribution**
7/1/2022 – 5%
7/1/2023 – 5%
7/1/2024 – 5.5%

CONTRACT LANGUAGE CHANGES (Revisions in Bold Font. Deletions are Stricken)

1. ARTICLE X
SICK LEAVE

Section 10.0

All employees shall earn sick leave at the rate of one and one half (**1 1/2**) working days for each complete calendar month of service. One day of sick leave shall be equivalent to the total number of hours an employee is regularly scheduled to work during a work week, divided by the number of days an employee is regularly scheduled to work in a week. An "hourly" format shall be used to track sick leave. Employees hired prior to July **1**, 2016, shall accumulate sick leave to a maximum of three hundred (300) days. Employees hired after July 1, 2016, but prior to July 1, 2019, shall accumulate sick leave to a maximum of one hundred eighty (180) days. Employees hired after July 1, 2019, shall accumulate sick leave to a maximum of one hundred twenty (120) days.

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All sick leave accumulated prior to the date of this agreement shall be carried forward to each employee. Each employee shall be notified of his accumulated leave by letter when he is given his W-2 form each year.

Sick leave may be used for the following purposes:

- a. Personal illness or injury.
- b. Enforced quarantine of the employee in accordance with community health regulations.
- c. In the event of serious illness or injury to a member of the immediate family creating an emergency, provided that no more than **five (5)** ~~three (3)~~ days of sick leave per calendar year shall be granted for this purpose. "Immediate family" means husband, wife, father, mother, sister, brother, child, mother-in-law or father-in-law and also any relative who is domiciled in the employee's household.
- d. Employees are normally expected to schedule medical appointment outside their normal work hours. If however medical appointments must be scheduled during work hours then the employee will be allowed to use sick leave for such appointments.

2.

ARTICLE X
SICK LEAVE

Section 10.3

Donation of Sick Leave

From time to time, on an as needed basis, bargaining unit members may donate their accrued vacation, personal leave and/or sick leave to a member of the bargaining unit who is suffering from a long term illness or disability. No employee may donate more than five (5) days of sick leave in a calendar year.

3.

ARTICLE VI
PERSONAL LEAVE

Section 14.0

Employees who have successfully completed probation and who are regularly scheduled to work at least thirty (30) hours per week shall be granted **three (3)** up to ~~two (2)~~ paid personal leave days per calendar year effective January 1, 2004. Personal leave for new employees shall be calculated as follows: employees hired from January 1st through June 30th-one (1) day in the first year; employees hired from July 1st through December 31st-two (2) days in the first year. For employees working less than forty (40) hours per week, one day of personal leave shall be equivalent to the total number of hours an employee is regularly scheduled to work on that day.

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Personal days are to be used solely for the purpose of conducting personal business which cannot be transacted outside of work hours, such as a required attendance in court or attendance at a house closing. Recreational use of a personal leave day is not permitted. Personal days are not to be used the day before or day after the following: a holiday; an employee's scheduled vacation; sick leave; or in conjunction with compensatory time unless approved by the First Selectman or his/her designee and only in the case of an emergency or hardship. The decision made in the case of an emergency or hardship may be appealed to the Board of Selectmen. An employee wishing to use a personal day shall submit a written request to his or her department head at least one week in advance, except in emergencies. Personal leave days shall normally be taken in segments of one (1) day and not less than one-half (1/2) day. Personal leave days may not be carried over into the next calendar year.

Personal leave days are granted for use within a calendar year. Personal leave days not used in any calendar year shall not carry over to the next calendar year. Written requests for use of personal leave time shall be submitted to the employee's department head at least one (1) week in advance except in emergency situations. Personal leave time shall only be taken in segments of either one (1) full day or one-half (1/2) day.

No more than one (1) personal leave day shall be taken at any time. Requests for use of consecutive personal leave days shall not be allowed. No more than one (1) personal leave day shall be taken in the month of November and no more than one (1) personal leave day shall be taken in the month of December of each calendar year. Personal leave time shall not be taken either the day before or the day after any of the following events (i.e., the employee shall work at least one full intervening scheduled work day immediately before and after the personal leave) : (1) an employee's scheduled vacation days; (2) a holiday; (3) sick leave or workers' compensation leave; (4) compensatory leave time.

For the Town

For the Union

Signature	Date
Signature	Date
Signature	Date
Signature	Date

Signature	Date
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