

MEMORANDUM OF AGREEMENT

By and Between

The Town of West Seneca (hereinafter referred to as "The Town")

And

The Civil Service Employees Association Inc., Local 1000, AFSCME, AFL-CIO, Town of West Seneca White Collar Unit (hereinafter referred to as "The CSEA")

WHEREAS, The Town and The CSEA were in the past, or are currently, parties to a collective bargaining agreement covering the period of January 1, 2002 to December 31, 2005 ("The 2002 – 2005 CBA"), a collective bargaining agreement covering the period of January 1, 2006 to December 31, 2010 ("The 2006 - 2010 CBA"), a collective bargaining agreement covering the period of January 1, 2011 to December 31, 2015 ("The 2011 – 2015 CBA") and a collective bargaining agreement covering the period of January 1, 2016 to December 31, 2021 ("The 2016 – 2021 CBA"), all of which require individuals retiring under the term of the respective collective bargaining agreements to participate in the BC/BS Senior Blue Point of Service health insurance plan upon reaching age sixty-five (65) or whatever Medicare eligible age is then in effect, in order to receive health insurance coverage from The Town; and

WHEREAS, The 2002 - 2005 CBA, The 2006 - 2010 CBA, The 2011 – 2015 CBA, and The 2016 – 2021 CBA all provide that,

When the Summary of Benefits for the BC/BS Senior Blue Point of Service (POS) and BC/BS Preferred Provider Organization (PPO) Plans are formulated, portable, and comparable to the current level of benefits, the parties agree to implement supplemental coverage. Once the BC/BS Senior Blue Plan(s) are implemented, any individual who retired on January 1, 2006 shall no longer be eligible to receive the BC/BS POS or BC/BS Traditional coverage. When available, the Town and Union agree to negotiate the impact of the implementation of such plan: in that negotiations the sole issue shall be the amount that the Town will reimburse for co-payments and deductibles with the potential maximum being \$1,400 per year; and

WHEREAS, the parties desire to effectuate an orderly transition for retirees aged sixty-five (65) and older who retired on or after January 1, 2006, to the BC/BS Senior Blue Point of Service health insurance plan ("The 799 Plan").

NOW THEREFORE, the parties agree as follows:

1. The Summary of Benefits for the BC/BS 799 Plan(s) has been formulated and is available to all bargaining unit members and retirees upon request.

2. The BC/BS 799 Plan is portable and comparable to the current level of benefits provided to active employees and retirees under the age of sixty-five (65).
3. The Parties have met to negotiate the impact of the implementation of the BC/BS 799 Plan and have agreed that the Town will reimburse for co-payments and deductibles under the plan up to \$1,400 per year.
4. All retirees who have reached the age of sixty-five (65) who retired on or after January 1, 2006, who have not already done so will no longer be eligible for coverage under any Town health insurance plan other than the BC/BS 799 Plan effective as of April 9, 2018.

IN WITNESS WHEREOF:

FOR THE TOWN:

FOR THE CSEA:

Sheila M. Meegan Date
Town Supervisor

Ronald Pfeil Date
White Collar Unit President

Robert W. Mueller Date
Labor Relations Specialist

MEMORANDUM OF AGREEMENT

By and Between

The Town of West Seneca (hereinafter referred to as "The Town")

And

The Civil Service Employees Association Inc., Local 1000, AFSCME, AFL-CIO, Town of West Seneca Blue Collar Unit (hereinafter referred to as "The CSEA")

WHEREAS, The Town and The CSEA were in the past, or are currently, parties to a collective bargaining agreement covering the period of January 1, 2003 to December 31, 2007 ("The 2003 - 2007 CBA"), a collective bargaining agreement covering the period of January 1, 2008 to December 31, 2011 ("The 2008-2011 CBA"), a collective bargaining agreement covering the period of January 1, 2012 to December 31, 2015 ("The 2012 – 2015 CBA") and a collective bargaining agreement covering the period of January 1, 2016 to December 31, 2020 ("The 2016 – 2020 CBA"), all of which require individuals retiring under the term of the respective collective bargaining agreements to participate in the BC/BS Senior Blue Point of Service health insurance plan upon reaching age sixty-five (65) or whatever Medicare eligible age is then in effect, in order to receive health insurance coverage from the Town; and

WHEREAS, The 2003 - 2007 CBA, The 2008-2011 CBA, The 2012 – 2015 CBA and The 2016 – 2020 CBA all provide that,

When the Summary of Benefits for the BC/BS Senior Blue Point of Service (POS) and BC/BS Preferred Provider Organization (PPO) Plans are formulated, portable, and comparable to the current level of benefits, the parties agree to implement supplemental coverage. Once the BC/BS Senior Blue Plan(s) are implemented, any individual who retired on January 1, 2003 or after shall no longer be eligible to receive the BC/BS POS or BC/BS Traditional coverage. When available, the Town and Union agree to negotiate the impact of the implementation of such plan: in that negotiations the sole issue shall be the amount that the Town will reimburse for co-payments and deductibles with the potential maximum being \$1,400 per year; and

WHEREAS, the parties desire to effectuate an orderly transition for retirees aged sixty-five (65) and older who retired on or after January 1, 2003, to the BC/BS Senior Blue Point of Service health insurance plan ("The BC/BS 799 Plan").

NOW THEREFORE, the parties agree as follows:

1. The Summary of Benefits for the BC/BS 799 Plan(s) has been formulated and is available to all bargaining unit members and retirees upon request.

2. The BC/BS 799 Plan is portable and comparable to the current level of benefits provided to active employees and retirees under the age of sixty-five (65).
3. The Parties have met to negotiate the impact of the implementation of the BC/BS 799 Plan and have agreed that the Town will reimburse for co-payments and deductibles under the plan up to \$1,400 per year.
4. All retirees who have reached the age of sixty-five (65) who retired on or after January 1, 2003, who have not already done so will no longer be eligible for coverage under any Town health insurance plan other than the BC/BS 799 Plan effective as of April 9, 2018.

IN WITNESS WHEREOF:

FOR THE TOWN:

FOR THE CSEA:

Sheila M. Meegan Date
Town Supervisor

Brian Cummins Date
Blue Collar Unit President

Robert W. Mueller Date
Labor Relations Specialist