

## **Memorandum of Agreement**

The Thomaston Board of Education (hereinafter the “Board”) and Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the “Union”) hereby agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2016 through June 30, 2020.
2. Article XII, Section 12. B. of the collective bargaining agreement between the parties provides for a stipend for bargaining unit members who timely waive health and/or dental insurance benefits.
3. The form utilized by the Board is a “Waiver of Group Health Benefits Verification” form.
4. On an annual basis, the Board sets forth a specific date that bargaining unit members must submit their waiver form to the Board in order to receive the applicable waiver amount.
5. Ms. Wendy Thomas (hereinafter “Ms. Thomas”) is a bargaining unit member represented by the Union.
6. On June 18, 2020, Ms. Thomas submitted a waiver form to the Board wherein she waived medical and dental benefits for herself.
7. The form submitted by Ms. Thomas was not timely.
8. Subsequent to submission of the waiver form, Ms. Thomas claimed that it was submitted with erroneous information.
9. Ms. Thomas claimed that she intended to waive health and dental insurance benefits for herself and her spouse.
10. In order to rectify Ms. Thomas’s untimely, erroneous waiver form, the Board agrees to provide Ms. Thomas with a waiver of health and dental benefits for Ms. Thomas and her spouse retroactive to the date that she commenced receiving the stipend during the 2020-2021 fiscal year.
11. The Union further agrees that the Board has no obligation to apprise bargaining unit members of their rights either under the collective bargaining agreement or of their rights to any other benefit offered by the Board to employees of the Board.

12. The parties agree that the Board's decision to allow Ms. Thomas to receive the single plus one waiver despite the fact that it was not timely submitted and contained erroneous information shall neither act as a precedent nor a past practice.



Francine Coss, Superintendent  
Thomaston Board of Education



Marie Eldridge, President  
Local 1303-97 of Connecticut  
Council 4, AFSCME, AFL-CIO

Dated: October 1, 2020

Dated: 10/1/2020