

**COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA LABOR RELATIONS BOARD**

**IN THE MATTER OF THE FACT FINDING BETWEEN**

**TEAMSTERS LOCAL UNION NO. 764**

**-AND-**

**MILTON REGIONAL SEWER AUTHORITY**

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**CASE NO. PERA-F-14-375-E**

**CLARIFICATION  
FACT FINDING REPORT AND RECOMMENDATIONS**

**APPOINTED:** December 16, 2014

**FACT FINDER:** John C. Alfano, Arbitrator & Mediator

**FOR THE EMPLOYER:** Ryan M. Tira, Esq.  
McNerney, Page, Vanderlin & Hall  
433 Market Street  
Williamsport, PA 17701

**FOR THE UNION:** Ty C. Sees, Secretary/Treasurer  
Teamsters Local No. 764  
450 Beaver Street  
Milton, PA 17847

**CLARIFICATION**

The parties' mutually requested the clarification to the following recommendations to the Fact-Finding Report dated January 26, 2015.

- |                               |                  |
|-------------------------------|------------------|
| I. Issue No. 15. Section 20.1 | Health Insurance |
| II. Issue No. 16. Schedule A  | Wages            |

**I. Issue No. 15. Section 20.1.d. Employer Contributions**

The recommendations for 20.1.d, contained in the January 26, 2015 Fact-Finding Report shall remain as proposed with the following Employer Contributions Chart, which shall replace the Chart in the Report:

Effective 12 months from the date of the conversion to Plan 14 with Op-out:

Eligible Coverage	2015 Monthly Rates [to remain in effect for 12 months for effective date of conversion to Plan 14]
Married	\$ 1,350.10
Single	605.90
Family	1,808.74
Single parent with child(ren)	1,062.03

**II. Issue No. 16. Schedule A Wages**

The original recommendation was in error for the 2015 wages. Therefore, the following Schedule A replaces the Schedule A in the Report, including the asterisked comments below:

**Schedule A**

<b>Waste Water Operation</b>	<b>2014</b>	<b>2015 (Add \$.35/hr)</b>	<b>2016 (Add \$.35/hr)</b>	<b>2017 (Add \$.35/hr)</b>
Foreman	20.74	Eliminate	Eliminate	Eliminate
Operator/Mechanic 1*	20.23	20.37	20.72	21.07
Operator/Mechanic 2**	20.02	20.16	20.51	20.86
Operator/Mechanic 3	19.81	Eliminate	Eliminate	Eliminate
Maint. Foreman	20.74***	Eliminate	Eliminate	Eliminate
Mechanic 1	20.02		Reclassified to applicable Operator/Mechanic Classification 1/1/2015	
<b>Laboratory</b>				
Lab. Technician	21.04	21.39	21.74	22.09
<b>Clerical</b>				
Sewer Billing Clerk	19.09	19.44	19.79	20.14

\* **Operator/Mechanic 1** – maintains a license for the Facility. (Previously Operator 2)

\*\* **Operator/Mechanic 2** – does not maintain a license for the Facility. (Previously Operator 3)

\*\*\* **Joseph Nickey** – Effective 1/1/2015, \$20.74/hour redlined until the new Operator/Mechanic 1 rate equals or exceeds this rate.

\*\*\*\* **Jerry Hans** – Effective 1/1/2015, \$20.02 redlined until the new Operator/Mechanic 1 rate equals or exceeds this rate. It is acknowledged that Mr. Hans does not possess a license for the Facility and that his classification as an Operator/Mechanic 1 is a onetime exception based on his prior classification. All future Operator/Mechanics without a license for the Facility will be classified as an Operator/Mechanic 2.

Thank you again for your patience. I believe the recommendations above should clarify the January 26, 2015 Report.

Submitted: January 28, 2015



John C. Alfano, Fact Finder]  
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