



DEPARTMENT OF LABOR RELATIONS
CITY OF NEW HAVEN
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JUSTIN ELICKER
MAYOR

Wendella Ault Battey
Director of Labor Relations

April 17, 2023

The Honorable Board of Alders
City of New Haven
165 Church Street
New Haven, CT 06510

RE: Successor Collective Bargaining Agreement between the City of New Haven and Local 1303-464 (Attorneys Union), AFSCME Council 4, dated July 1, 2020 – June 30, 2026

Dear Honorable Board Members:

On behalf of Mayor Justin Elicker, the Office of Labor Relations is pleased to formally submit the Tentative Agreement for the Successor Collective Bargaining Agreement between the City of New Haven and Local 1303-464 (Attorneys' Union), AFSCME Council 4, dated July 1, 2020 – June 30, 2026, for the approval of the Board of Alders.

The Tentative Agreement was ratified by the Local on Friday, April 14, 2023. In accordance with the Municipal Employee Relations Act, Section 7-474(b), this Agreement must be submitted to the municipal legislative body within fourteen (14) days from Union ratification of the agreement. Within thirty (30) days of the end of the fourteen (14) day period for submission, the legislative body must approve or reject the Agreement. Failure to do so within these prescribed time limits shall automatically make the Agreement legally valid and binding upon the City of New Haven. Therefore, the latest date on which the Board of Alders can act on this Agreement is May 29th, 2023.

The Agreement represents a collaboration between the City and the Union. It is a six-year economic package which provides annual wage increases with step movement in even fiscal years, and medical benefit and pension changes that will provide long-term savings to the City. The financial highlights of this Agreement include the following:

- ◆ An annual across-the-board wage increase scheduled as follows:

2020-2021	0.00%
2021-2022	Step placement into new salary scale
2022-2023	2.00%
2023-2024	2.00% with step movement
2024-2025	2.00%
2025-2026	2.00% with step movement

Retro payments will occur based on all actual hours worked. Retroactive payment will be paid in two payment installments and to be eligible for these payments, the employee must be employed at the time of payment: with exceptions to second payment. The First payment paid 30 days after ratification or by June 30, 2023, whichever comes sooner. The second payment paid by January 1, 2024. If an employee retires before January 1, 2024, the second payment shall be made upon retirement.

◆ Medical Benefits

Medical benefits coverage consists of two plans, Century Preferred and High Deductible Health Plan. Employees opting for the Century Preferred plan pay 27% as their cost share. Additionally, the City will see a cost savings of up to 4% with the implementation of an essential formulary prescription plan and Specialty Accumulation Rules and Cost Relief Programs.

Change to Employee Premium Cost Share

HDHP-H.S.A. 12% with maintaining annual contributions of 50% of deductible for new entrants in the plan

Century Preferred PPO 27%

Dental- Unchanged 15%

Medical opt Out

On an annual basis, employees who have alternate health insurance coverage may choose to waive the above listed health insurance and instead receive an additional lump sum payment in the amount of \$1000 single/\$1,500 w/Child / \$2000 family. Employees who choose to exercise this waiver must so inform the Human Resource Department, in writing, by June 1 for the next year beginning July 1. Employees who have waived, but wish no longer to waive, shall inform the Human Resource Department, in writing, by June 1 for the next year beginning July 1. Waiver payments shall be disbursed on the first pay period following July 1 and only to those Employees still employed by the City on that date. Once a participant opts back into medical coverage or Pension fails to exercise his/her right to continue opting out, he/she shall no longer be eligible. The waiver and payment shall terminate if not permitted by applicable law. Employee will be required to provide proof of insurance at the time of submission of the waiver and shall be prohibited from receiving any payment if covered by any other plan in the City or the Board of Education.

◆ Pension Benefits

All BU members (except those bargaining unit members who are already members of CERF) shall participate in the Defined Contribution plan. Effective 7/1/22 the City's contribution shall change from 7.50% to 5.00% of the employee's base salary.

The total projected cost of the contract will be provided by Management & Budget for the Finance Committee meeting.

It is in the spirit of this cooperative effort between the City of New Haven and Local 1303-464 that Mayor Justin Elicker and I do hereby respectfully recommend the Board of Alders' approval of this Tentative Agreement for the successor collective bargaining agreement.

Respectfully submitted,

Wendella Ault Battey/JC

Wendella Ault Battey
Director of Labor Relations

cc: Justin Elicker, Mayor
Michael Gormany, Director of Management & Budget
Sean Matteson, Chief of Staff