



DEPARTMENT OF LABOR RELATIONS
CITY OF NEW HAVEN
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JUSTIN ELICKER
MAYOR

Wendella Ault Battey
Director of Labor Relations

February 27, 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 424, Unit 128 (Parks/Blue Collar) UPSEU, dated July 1, 2020 – June 30, 2025

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 424, Unit 128 (Parks/Blue Collar), dated July 1, 2020 – June 30, 2025 for the approval of the Board of Alders.

The Tentative Agreement was ratified by the Local on February 23, 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 that date 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 April 8, 2023.

The Agreement represents a collaboration between the City and the Union. It is a five-year economic package which provides a revised salary scale, annual wage increases 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:

7/1/20*	2%
7/1/21*	0%; Move to the new salary schedule
7/1/22	3.5%
7/1/23	3.5%
7/1/24	3.5%

*Retroactivity: Payment #1 within 30 days of ratification (2% wage increase)
Payment #2 on July 14, 2023 (difference between old and new rates of pay from new salary scale)

Must be a current employee at the time of the retroactive payment

◆ Medical Benefits

Medical benefits coverage consists of two plans only (Century Preferred PPO and High Deductible HDHP) with new employees automatically placed into the high deductible plan. Cost shares for the high deductible plan are 11% effective 7/1/23 and 12% effective 7/1/24. Cost share for the Century Preferred plan, if chosen by existing employees, is a buyup from the cost of the HDHP. Additionally, the City will see a cost savings of up to 4% with the implementation of an essential formulary prescription plan.

◆ Pension

New employees hired after the ratification of this Agreement will now have various options for joint and survivor benefits, as well as an early retirement penalty of 5% (increased from 2%) per each early year of retirement. Additionally, employees hired after the ratification of the contract shall only be eligible for retirement at age 65 and no longer have the Rule of 85. These pension changes provide the City with long-term savings and assist with retention of employees while reducing the City's obligation for retirement payments.

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 1303-467 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

Wendella Ault Battey
Director of Labor Relations

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

ORDER OF THE NEW HAVEN BOARD OF ALDERS APPROVING A FIVE YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF NEW HAVEN AND LOCAL 424, UNIT 128 UPSEU.

BE IT ORDERED By the New Haven Board of Alders of the City of New Haven that the Tentative Agreement for the successor collective bargaining agreement by and between the City of New Haven and Local 424, Unit 128 UPSEU, submitted by the Director of Labor Relations on behalf of the City to the Board of Alders on February 27, 2023, and, being a five (5) year agreement effective July 1, 2020 through June 30, 2025, be and is hereby accepted and approved.

BE IT FURTHER ORDERED That the Mayor, along with other appropriate officials of the City, be and hereby is authorized and directed to sign said Agreement.