



DEPARTMENT OF LABOR RELATIONS
CITY OF NEW HAVEN
165 CHURCH STREET
NEW HAVEN, CT 06510
203/946-7151 • Fax: 203/946-7924

JUSTIN ELICKER
MAYOR

Wendella Ault Battey
Director of Labor Relations

May 1, 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 884 (Clerical Union), AFSCME Council 4, 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 884 (Clerical Union), AFSCME Council 4, dated July 1, 2020 – June 30, 2025, for the approval of the Board of Alders.

The Tentative Agreement was ratified by the Local on April 26, 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 June 9, 2023.

The Agreement represents a collaboration between the City and the Union. It is a five-year economic package which provides annual wage increases (including retroactive pay) with step movement in Fiscal Year 2021 and 2022, as well as medical benefit and pension changes that will provide long-term savings to the City. Additionally, there have been substantial operational changes, specifically regarding PSAP, School Security, Library, Traffic & Parking, and LCI Code Enforcement as well as changes to the overtime assignment process throughout the City. The financial highlights of this Agreement include the following:

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

2020-2021	3.0%
2021-2022	3.0%
2022-2023	3.0%
2023-2024	3.0%
2024-2025	3.0%
2025-2026	3.0%

◆ Medical Benefits

Medical benefits coverage consists of two plans only (Century Preferred and High Deductible) with new employees automatically placed into the high deductible plan. Cost shares for the high deductible plan are set at a 12% cost share, with a buyup into the Century Preferred plan if chosen by existing employees. OPEB (Other Post-Employment Benefits) payments are increased from 1.25% to 1.5%. The City anticipates a cost savings of up to 4% with the implementation of an essential formulary prescription plan as well as other cost relief programs for drug management.

◆ Pension

Current and future employees 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 rather than the minimum age of 62. 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 884 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 884, AFSCME Council 4:

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 884, submitted by the Director of Labor Relations on behalf of the City to the Board of Alders on May 1, 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.