



DEPARTMENT OF LABOR RELATIONS
 CITY OF NEW HAVEN
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TONI HARP
 MAYOR

Thomas McCarthy
 Director of Labor Relations

April 13, 2018

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

Dear Honorable Board Members:

RE: Successor Collective Bargaining Agreement between the City of New Haven and Local 3144, AFSCME, Council 4 dated July 1, 2015 to June 30, 2020

On behalf of Mayor Toni Harp, the Office of Labor Relations is pleased to formally submit for the approval of the Board of Alders the successor Collective Bargaining Agreement between the City of New Haven and Local 3144, AFSCME, Council 4 dated July 1, 2015 to June 30, 2020.

The Local ratified the agreement on Thursday, April 12, 2018. 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 May 26, 2018.

The Agreement represents a collaboration between the City and the Union. It is a five (5) year economic package which provides modest annual wage increases and increased medical benefit employee contributions. The financial highlights of this Agreement include the following:

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

2015-2016	0%
2016-2017	3% (not retroactive)
2017-2018	2% (retroactive to July 1, 2017)
2018-2019	2.25%
2019-2020	2.5%

- ◆ Medical Benefits

Medical benefits coverage under the four plans: 2016 Lumenos (a high deductible health care plan), 2016 Blue Care, 2016 Century Preferred PPO, and 2016 Comp Mix shall be effective upon implementation of the contract. A health incentive plan will also be implemented in order to encourage employees to participate in preventive and chronic condition care programs. Cost shares, based on the current fully equivalent rates, will be implemented as follows:

<i>Year</i>	<i>Lumenos HDHP</i>	<i>Blue Care POE</i>	<i>CP PPO</i>	<i>Comp Mix</i>
<i>Upon enrollment</i>	<i>9%</i>	<i>23%</i>	<i>23%</i>	<i>19%</i>
<i>7/1/18 – 6/30/19</i>	<i>9.5%</i>	<i>23.5%</i>	<i>24%</i>	<i>19.5%</i>
<i>7/1/19 – 6/30/20</i>	<i>10%</i>	<i>24%</i>	<i>25%</i>	<i>20%</i>

In order to encourage migration into the Lumenos high deductible plan (deductibles are \$2K/\$4K), the City will fund 50% of the deductible effective 7/1/18 and each year thereafter, with half funded July 1, and the remainder funded January 1.

◆ Retiree Medical/OPEB Payments:

To help offset the cost of retiree medical costs, employees shall contribute the following percentage of their base pay via payroll deduction in each year of the contract:

7/1/17 – 6/30/18	.50%
7/1/18 – 6/30/19	.75%
7/1/19 – 6/30/20	1.25%

◆ Miscellaneous Economic Items:

Miscellaneous economic items include: increased shifts and flexible schedules for School Security Supervisors, which will decrease current overtime costs; increased meal allowance during emergency operations for Parks and DPW employees; and perfect attendance increased from \$75 to \$100 effective July 1, 2018.

The total projected cost of the contract, with the cost of wage increases being offset by savings generated by the medical benefit plans and copays, is attached for your review.

It is in the spirit of this cooperative effort between the City of New Haven and Local 3144 that Mayor Toni Harp and I do hereby respectfully recommend the Board of Alders' approval of this successor collective bargaining agreement.

Respectfully submitted,

/s/

Thomas McCarthy
Director of Labor Relations

cc: Toni Harp, Mayor
Tomas Reyes, Chief of Staff
Michael Gormany, Acting Director of Management & Budget
Floyd Dugas, Esq.