



DEPARTMENT OF LABOR RELATIONS
CITY OF NEW HAVEN
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JUSTIN ELICKER
MAYOR

Wendella Ault Battey
Director of Labor Relations

May 12, 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 3144 (Management 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 3144(Management 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 May 11, 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 June 26, 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	2.75%
2021-2022	2.75%
2022-2023	3%
2023-2024	3%
2024-2025	3%
2025-2026	3%

◆ Medical Benefits

Medical benefits coverage consists of two plans only (Century Preferred and High Deductible Health Plan) with an income-based sliding scale (see below) for employee cost shares for the HDHP. Employees opting for the Century Preferred plan pay the buyup (difference between the cost of the HDHP and the CP Plan). 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.

HDHP: 12% cost share for employees earning between \$40 and \$60K
 13.5% cost share for employees earning between \$60+ and \$80K
 15% cost share for employees earning over \$80K

◆ Pension

Current and future employees will now have various options for joint and survivor benefits, as well as an early retirement penalty of 3% (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, with no Rule of 80 or 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 3144 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 SIX YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF NEW HAVEN AND LOCAL 3144, 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 Local 3144, submitted by the Director of Labor Relations on behalf of the City to the Board of Alders on May 12, 2023, and, being a six (6) year agreement effective July 1, 2020 through June 30, 2026, 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.