

TENTATIVE AGREEMENT AFSCME LOCAL 1522 – COUNCIL 4

DURATION

All provisions of this agreement shall be effective as of July 1, 2014 and shall remain in full force and effect until the thirtieth (30th) day of June 2019.

ARTICLE 22 - WAGES

Effective and retroactive to July 1, 2014 all wages in effect shall increase by 3%

Effective and retroactive to July 1, 2015 all wages in effect shall increase by 3%

Effective July 1, 2016 all wages in effect shall increase by 2.5%

Effective July 1, 2017 all wages in effect shall increase by 2.5%

Effective July 1, 2018 all wages in effect shall increase by 2%

Employees who are not at the top of the salary scale shall continue to advance on the salary scale/steps in accordance with the language of the Collective Bargaining Agreement.

ARTICLE 28 – MEDICAL BENEFITS AND LIFE INSURANCE

NEW LANGUAGE

For AFSCME Local 1522 members who retire on or after December 31, 2015, and who are Medicare eligible, the parties agree that these Medicare eligible retirees and their spouses who are Medicare eligible are provided with a Medicare supplement plan in place of the city's insurance plan. At that time, the premium cost share shall be based on the supplemental plan. Subject to final contract language, the following reflects the concept that the premium cost share shall be paid based on whatever plan(s) the Medicare eligible retiree and covered dependents are enrolled in:

For retirees and their spouses attaining Medicare eligibility after the actual retirement date, the premium cost share shall be based upon the premium rate of the supplement plan provided by the City for said retirees and their spouses. The premium cost share for the retiree's dependents, including a spouse who is not Medicare eligible, shall be based upon the Fully Insured Equivalent rate for the coverage provided to such dependents.

All members of the bargaining unit hired after December 31, 2015 will not be entitled to post retirement health benefits. It is understood that all employees hired on or prior to December 31, 2015 shall be entitled to post retirement health benefits.

Effective July 1, 2016, the parties agree to reopen the contract to solely bargain major mandates of the Affordable Health Care Act. As a condition precedent to exercising its right to reopen the contract solely on this issue, the City shall identify the specific benefit for which it is seeking to reopen the agreement and the date on which the City learned of this issue,

NEW LANGUAGE

The parties agree that the position of President of AFSCME Local 1522 shall be a Full Time Union position and shall be a paid position by the employer.

NEW LANGUAGE: FURLOUGHS

The Union agrees that all bargaining unit members will have deducted from any retroactive pay the equivalent of three (3) days of pay. In exchange for this deduction the bargaining unit members will take three (3) unpaid furlough days, the value of which is being subtracted from any retroactive payment as stated above. Said furlough days must be taken prior to December 1, 2016 or the right to take such time will be lost. The use of the three (3) furlough days will not be subject to the City's Attendance Policy. Using furlough days shall not be unreasonably denied by any supervisors.

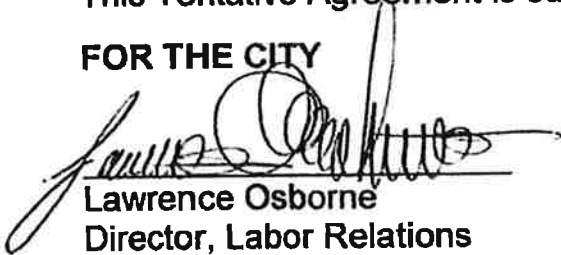
CLERICAL ERRORS AGREEMENT

AFSCME Local 1522 and the City of Bridgeport are entering into a Collective Bargaining Agreement covering the time frame of July 1, 2014 to June 30, 2019. The parties agree that for a variety of reasons the agreement will be executed in calendar year 2015. The parties further agree to fully cooperate and adjust the Collective Bargaining Agreement for any clerical errors contained within the agreement. It is the intention of the parties that if any clerical errors do occur that the City and AFSCME Local 1522 Council 4 will work to rectify any errors. (If the parties are unable to come to an agreement regarding any clerical error revisions, the parties agree to enter binding arbitration in accordance with procedures established in Article 21 of the Collective Bargaining Agreement.

All other Articles in the Collective Bargaining Agreement remain unchanged and in full force.

This Tentative Agreement is subject to ratification by the union membership and the City.

FOR THE CITY


Lawrence Osborne
Director, Labor Relations

10/20/15
Date

Bill Finch
Mayor

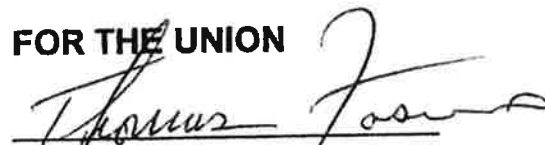
Date

FOR THE UNION


Anna Montalvo, President
AFSCME LOCAL 1522

10/20/15
Date

FOR THE UNION


Tom Fascio, Staff Representative
AFSCME Council 4

10/20/15
Date



Bill Finch
Mayor

City of Bridgeport
Labor Relations and Benefits Administration

Labor Relations Office
45 Lyon Terrace
Bridgeport, Connecticut 06604
Telephone 203-576-7843

Lawrence E. Osborne, Jr.
Director

Thomas C. McCarthy
Acting Deputy Director

Janet M. Finch
Human Resources Manager

Richard D. Weiner
Benefits Manager

January 16, 2009

Honorable City Council Members
Office of the City Clerk
City of Bridgeport

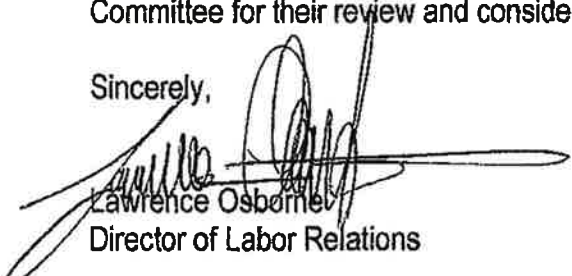
RE: AFSCME, Local 1522 Tentative Agreement

Dear Honorable Members:

The City of Bridgeport and AFSCME, Local 1522 have reached an agreement regarding the AFSCME, Local 1522 collective bargaining unit Agreement. Attached please find this Tentative Agreement.

It is hereby requested that the City Council refer this Tentative Agreement to the Contracts Committee for their review and consideration.

Sincerely,


Lawrence Osborne
Director of Labor Relations

LO/mjh
Enclosures

pc: Mayor Bill Finch
Andrew Nunn, CAO
Adam Wood, Chief of Staff
Thomas C. McCarthy, Acting Deputy Director of Labor Relations
Anna Montalvo, President, AFSCME, Local 1522
Richard Dietz, Vice-President, AFSCME, Local 1522
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Tentative Agreement

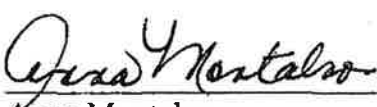
The following terms and conditions represent a tentative agreement between the City of Bridgeport and AFSCME Local 1522. This tentative agreement is subject to ratification by the parties herein;


1. WAGES

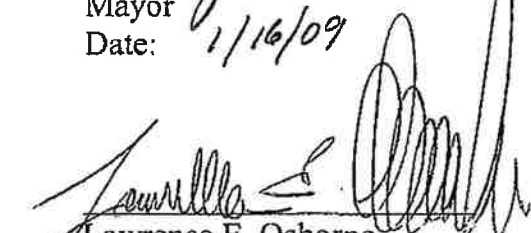
July 1, 2008	(0%)
July 1, 2009	(0%)
July 1, 2010	(2.5%)
January 1, 2011	(2.5%)
July 1, 2011	(2.5%)
January 1, 2012	(2.5%)


2. Step movement to remain unchanged in accordance with the collective bargaining unit agreement.
3. Effective July 1, 2010 the parties shall enter negotiations as it relates to the collective bargaining unit salary scale.
4. There shall be no lay-off of collective bargaining unit employees through June 30, 2010.
5. There shall be a health benefits re-opener (premium cost share) effective July 1, 2010.
6. Members of the collective bargaining unit shall take five (5) furlough days between July 1, 2008 and June 30, 2009.
7. The duration of the above terms and conditions shall be effective July 1, 2008 to June 30, 2012. All other terms and conditions of the collective bargaining unit agreement shall remain unchanged.


Bill Finch
Mayor
Date: 1/16/09


Anna Montalvo
President, Local 1522
Date: 1/16/09


Thomas Fascio
Staff Representative
AFSCME Council 4
Date: 1/16/09


Lawrence E. Osborne
Director of Labor Relations
Date: 1/16/09


Richard Dietz
Vice President, Local 1522
Date: 1-16-09

**Tentative Agreement
Between
City of Bridgeport
And
AFSCME, Local 1522**

1. The City of Bridgeport ("the City of Bridgeport" includes all departments and divisions of the City of Bridgeport including the City of Bridgeport, Board of Education) agrees that there will be no lay-offs of current AFSCME, Local 1522 bargaining unit members from July 1, 2010 through July 1, 2013. This no lay-off language will only apply to current members of AFSCME, Local 1522 who are on the payroll of the City of Bridgeport as of June 10, 2011. Any lay-off notice given to any AFSCME, Local 1522 bargaining unit member between July 1, 2010 to July 1, 2013 shall hereby be rescinded.
2. The provisions in the collective bargaining agreement that apply to retirees, shall be changed to define future retirees as:

Effective July 1, 2011 for purposes of this article "retirees" shall mean employees who: (a) have completed twenty-five (25) years of continuous municipal service regardless of age; and (b) are eligible to receive full pension benefits in accordance with the retirement qualification provisions of MERF Fund B.
3. It is the intent of this provision that all current Union members shall be "grandfathered" under the terms of this new agreement. Any newly hired or promoted employees into the Union shall only receive retiree medical benefits after twenty-five (25) years of service.
4. All current employees as of the date of the execution of this contract shall be eligible for retiree medical benefits if they have attained the following:
 - a) Completed fifteen (15) years of municipal service and are fifty-five (55) or who have completed twenty-five (25) years of municipal service regardless of the age; and
 - b) Are eligible to receive full pension benefits in accordance with the retirement qualification provisions of MERF-Fund B.
5. The parties agree to attach a schedule of existing Union employees who are covered under this Agreement when the collective bargaining agreement is executed.

12. Every classification in AFSCME, Local 1522 will receive a one-time \$100 increase to the top step of their group classification.


13. The parties agree to negotiate new lay-off and bumping language by October 1, 2011 in accordance to MERA.

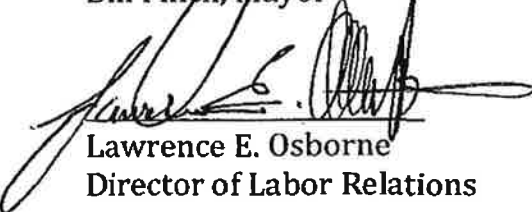
14. Review of wage scale as stated in Tentative Agreement from 7/1/2008.

The duration of this contract is from July 1, 2011 to June 30, 2014.

This Tentative Agreement agreed to by the bargaining committees' on JUNE 14, 2011.

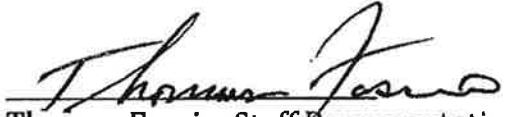
FOR THE CITY


Bill Finch, Mayor


Lawrence E. Osborne
Director of Labor Relations

FOR THE UNION


Anna Montalvo, President


Thomas Fascio, Staff Representative