



JOSEPH P. GANIM
Mayor

CITY OF BRIDGEPORT, CONNECTICUT
OFFICE OF LABOR RELATIONS

45 Lyon Terrace • Bridgeport, Connecticut 06604 • Telephone (203) 576-7610

JANENE HAWKINS
Director

THOMAS C. McCARTHY
Deputy Director

February 10, 2016

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

RE: New England Health Care Employees Union, Local 1199

Dear Honorable Members:

The City of Bridgeport and the New England Health Care Employees Union, Local 1199 (Nurses) have reached an agreement concerning the terms and conditions of employment for their membership. Enclosed you will find a signed Tentative Agreement between the City and the Union.


We are requesting that the City Council refer the tentative agreement to the Contracts Committee for consideration.

Sincerely,

Janene Hawkins
Director of Labor Relations


JH/mjh

pc: Joseph P. Ganim, Mayor
John Gomes, Chief Administrative Officer
File

To: Dave Ryan and Larry Fox
Re: TA Covering Bridgeport School and Clinic Nurses
From: John M. Creane 
Date: January 28, 2016

The following is the TA reached with the City for a successor contract, modifying the expired contract.

1. Term- July 1, 2012- June 30, 2019
2. Wages- Across the board and on all steps; Retroactive wage increases for 7/1/12, 7/1/13, 7/1/14 and 7/1/15 to be made in a lump sum payment upon ratification of contract:

7/1/12	2%	
7/1/13	2.5%	2.0 JH (50)
7/1/14	2.5%	
7/1/15	2.5%	
7/1/16	2%	
7/1/17	2%	
7/1/18	2%	
3. Direct Deposit- mandatory as of 7/1/16 for all bargaining unit employees (Sec. 15-8)
4. In Service Training and Conferences-
Remains at \$8,000, split \$7,500 for Public Health Nurses and \$500 for Nurse Practitioners (Sec 25-5).
5. CBA Negotiations- Limit number of nurses released at any time to five (5), with 1 from clinic and 4 school nurses (Sections 11-2 and 25-7).
6. Post-Employment Medical Benefits-
Eliminated for employees hired on or after July 1, 2016. (Sections 18-12 to 18-14 and side letter 3). 
7. Labor Management Committee- (new) Section 25-7:
"The parties agree to meet and discuss issues of concern and importance to each. Such meetings will occur every quarter (or more often as agreed) and either party may submit items

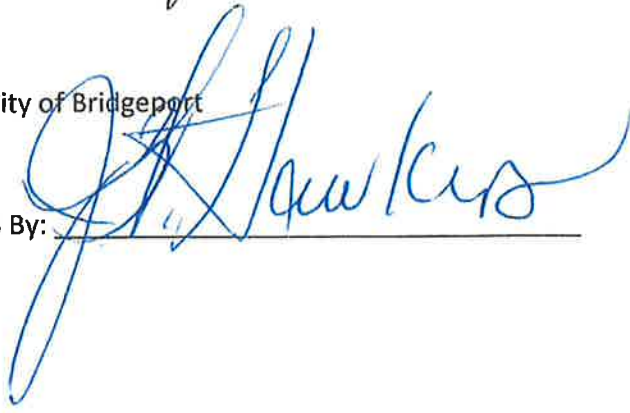
for discussion. The Employer and the Union shall each designate their own committee members, and the committee membership may vary from month to month based on the agenda items or for other reasons but will be capped at 5 bargaining unit members (1 from the clinic and 4 from the schools) if on work time. "

- 8. Flu shot- annual flu shot paid by employer (Appendix B).

1199 New England Health Care Employees Union, District 1199, SEIU

By: _____


Date: 1/28/16

City of Bridgeport
B By: _____


Date: 1/28/16

Tentative Agreement Pending Ratification by the Parties

(Ratification for the City would include the Mayor and Common Council)

(Ratification for the Union would include a vote by the membership)

Separate classification of School Health Nurses (SHN). SHN's will switch to the education calendar (186 days), they will move to this work schedule at the end of the 2009 school year (June 24). SHN's will receive no general wage increases for the life of the contract.

The SHN's will be able to carry over any remaining vacation days and use them over the life of this contract. Or they may opt to receive a payout of such vacation time at a 50% buy-out rate. SHN's must let the BOE/City know which option they choose by 8/31/2009. If they choose the buy-out option, they will receive payment of such by 10/1/2009.

General Wage Increases for Public Health Nurses (PHN) and Nurse Practitioner (NP):

Effective 7/1/2008 = 0%

Effective 7/1/2009 = 3%

Effective 7/1/2010 = 2%

Effective 1/1/2011 = 2%

Effective 7/1/2011 = 2%

Health Insurance:

12% effective 7/1/2008 - \$500 buyout

15% effective 7/1/2009 - \$1,000 buyout

18% effective 7/1/2010 - \$1,500 buyout

21% effective 7/1/2011 - \$2,000 buyout

25% effective 6/30/2012 - \$2,000 buyout

\$25 Copay for PCP, \$40 Copay for a Specialist

Maintain \$1,000 cap on prescriptions

Current employees will have PCS % capped at 25% throughout their employment and into retirement. Any employee who retires prior to 6/30/12 will have the PCS and Copays capped at the % they are currently paying at the time of retirement. This provision (previous sentence) shall sunset at the expiration of the contract effective 6/30/2012.

New hires will start at a 25% PCS, with a 1% increase per year up to 50%, and will be capped at 50%. All new hires will only be eligible for health benefits upon retirement if they have a minimum 25 years of service. (No more 15 years plus age 55).

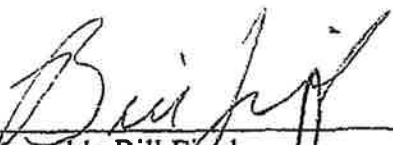
All Nurses will receive a fourth personal day each year, beginning with the last year of the contract, effective 7/1/2011.


All Nurses will go to direct deposit effective 7/1/2010. The pay schedule for the Nurses will remain at 52 weeks.

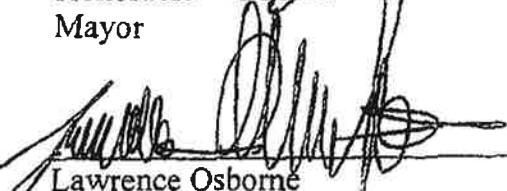
Nurses who bid to work at schools during the summer will receive a rate of \$37.50 per hour. Bidding for this work will be based on seniority.

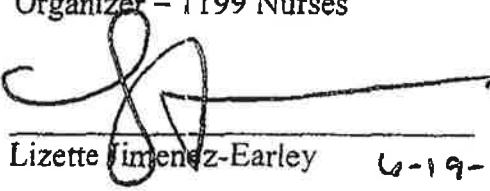
The language in Article 21-3 of the current collective bargaining agreement shall pertain only to SHN's.

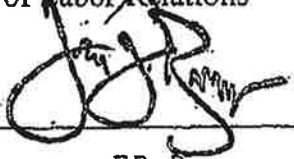
Any PHN's shall bid to any SHN vacancies by July 1, 2009. After this bidding between PHN and SHN shall be closed, but there shall be a reopener to discuss the issue of bidding only. This does not include the normal bidding process for SHN's that takes place every 3 years. The Parties to this Agreement shall meet for this reopener starting April 1, 2010, and shall reach an TA or Memorandum of Understanding on this issue by June 1, 2010.


 6/25/09
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Mayor

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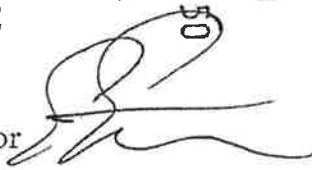
**City of Bridgeport
Office of Labor Relations and Benefits Administration**

MEMORANDUM

RECEIVED
CIVIL SERVICE
COMMISSION

JAN 29 AM 11:50

TO: Jack Colligan, Personnel Director, Civil Service
Christine Walsh Mitchell, Payroll Supervisor, BOE
Mary Otero, Benefits Coordinator

FROM: Edmund E. Winterbottom, Labor Relations Director 

DATE: January 27, 2004

RE: New England Health Care Employees and Bridgeport City
Supervisors' Association Union Members

Both of the above mentioned bargaining unions' collective bargaining agreements have been settled and have been ratified and approved by the Common Council on January 20, 2004.

Attached you will find the Tentative Agreements for each of these unions. Please implement any/all changes as specified on the Tentative Agreements, as soon as possible.

Should you have any questions, please contact my office.

pc: Mayor John Fabrizi
Charlie Carroll, Chief of Staff
George Gross, Chief Administrative Officer
William Czerwinski, President, BCSA
Barbara Stoltman, Staff Representative, Nurses
File

**City of Bridgeport
TA for Settlement
of
New England Health Care Employees Union
District 1199**

1. Article 12 – Wages

Effective July 1, 2003 – 2% increase

2. One year contract July 1, 2003 to June 30, 2004

3. All other provisions of the Contract shall remain unchanged and in effect.

This TA is subject to approval by the Union membership and City Council approval.

FOR THE CITY OF BRIDGEPORT


John Fabrizi, Mayor

12/18/03

Date




Edmund E. Winterbottom

12/18/03

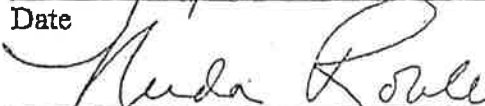
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FOR THE UNION


Barbara Stoltman

12/18/03

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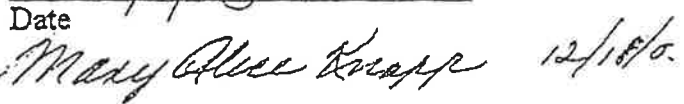


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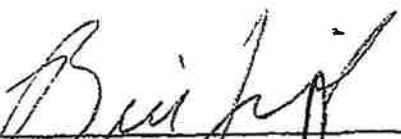
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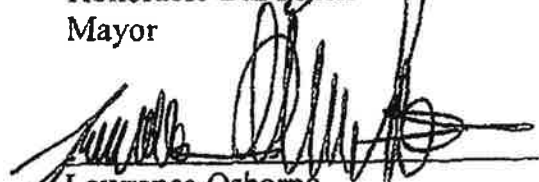
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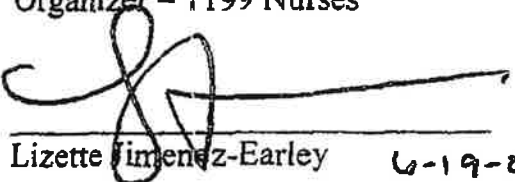
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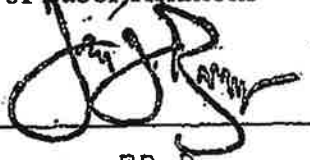
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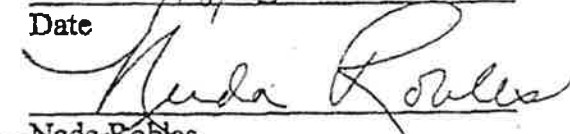

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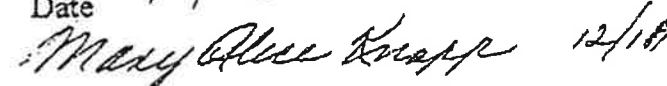
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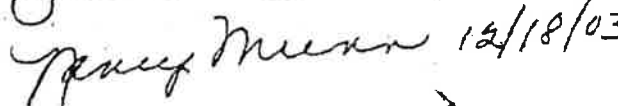
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