

**A G R E E M E N T**

**between the**

**CITY OF BRIDGEPORT**

**and**

**BRIDGEPORT TYPOGRAPHICAL UNION NO. 252**

**April 1, 1996 to June 30, 2001**

APPENDIX

<u>ARTICLE</u>	<u>PAGE</u>
PREAMBLE .....	01
ARTICLE 1 - RECOGNITION.....	01
ARTICLE 2 - MANAGEMENT RIGHTS.....	01
ARTICLE 3 - UNION SECURITY.....	01
ARTICLE 4 - MANPOWER.....	02
ARTICLE 5 - WAGES.....	02
ARTICLE 6 - WORK WEEK SCHEDULE AND OVERTIME.....	03
ARTICLE 7 - HOLIDAYS.....	04
ARTICLE 8 - NONDISCRIMINATION.....	05
ARTICLE 9 - INSURANCE.....	05
ARTICLE 10 - SICK LEAVE.....	08
ARTICLE 11 - BEREAVEMENT AND PERSONAL LEAVE.....	10
ARTICLE 12 - VACATIONS.....	10
ARTICLE 13 - LONGEVITY PAY.....	11
ARTICLE 14 - UNION STEWARDS.....	12
ARTICLE 15 - VISITS BY UNION REPRESENTATIVE.....	12
ARTICLE 16 - GRIEVANCE AND ARBITRATION PROCEDURE.....	12
ARTICLE 17 - AFFIRMATIVE ACTION.....	13
ARTICLE 18 - MODIFIED DUTY.....	13
ARTICLE 19 - DRUG AND ALCOHOL TESTING.....	14
ARTICLE 20 - JURY DUTY.....	14
ARTICLE 21 - MAXIMUM LEAVE.....	15
ARTICLE 22 - AMERICANS WITH DISABILITIES ACT.....	15
ARTICLE 23 - DURATION.....	15
APPENDIX A	
APPENDIX B	
APPENDIX C	

PREAMBLE

The following agreement entered into by and between the "City of Bridgeport" and the "Bridgeport Typographical Union No. 252", hereinafter referred to as "the City" and "the Union", is designed to maintain and promote a harmonious relationship between the City and such of its employees who are covered by this agreement.

ARTICLE 1  
RECOGNITION

1.1 The City hereby recognizes the Union as the exclusive bargaining agent for the bargaining unit consisting of all regular full-time Printing tradesmen.

1.2 The Union hereby recognizes the Mayor of the City of Bridgeport or his/her designated representative, or representatives, as the sole representative(s) of the employer for the purpose of collective bargaining.

ARTICLE 2  
MANAGEMENT RIGHTS

2.1 Except as abridged or modified by any provisions of this agreement, the City of Bridgeport will continue to have, whether exercised or not, all the rights, power and authority usually vested in management, including but not limited to the following: To determine the services of the City; to determine and to manage its business affairs; to determine the technology and the efficiency of its governmental operations and services; and to fulfill all of its legal responsibilities.

ARTICLE 3  
UNION SECURITY

3.1 All employees, as a condition of employment, and as a condition of continued employment, must be and remain members in good standing of their respective Unions by the paying of regular monthly fees or dues as may be assessed by such Union; provided that before any employee is discharged by the City for violation of this Article, the respective Union shall furnish a qualified replacement which is acceptable to the City. The Union agrees to indemnify, defend and hold harmless, the City against any claims or suits arising from the operation of this Article.

3.2 The City will deduct from the pay of all employees covered by this Agreement, who authorize such deductions from their wages in writing, such membership dues and initiation fees as may be uniformly assessed by the Union.

When an employees does not have sufficient money due him/her, after deductions have been made for Pension or other deductions required by law, Union for such deduction period shall be deducted in a pay period in which the employee has sufficient funds due him/her. Neither any employee nor the Union shall have any claim against the City for errors in the processing of deductions unless a claim of error is made in writing to the City within sixty (60) days after the date such deductions were or should have been made. It is also agreed that the obligation of the City for funds actually deducted under this Section terminates upon the delivery of the deductions so made to the person authorized by the Union to receive such funds from the City.

ARTICLE 4  
MANPOWER

4.1 The City agrees to hire only qualified Union tradesmen to fill newly created positions, and only qualified Union tradesmen to fill vacancies the City plans to fill; provided that before any employee is hired pursuant to this Article, the respective Union shall refer a qualified tradesman who is acceptable to the City.

4.2 Apprentices - The City, at its option, may hire apprentices per printing department with the following ratio:

- 1 apprentice to 3 journeymen
- 2 apprentices to 6 journeymen

All apprentices shall be required to meet all applicable trade standards for applicable apprenticeship, and shall also be acceptable to the City.

4.3 Training - The City shall establish on-the-job training programs from time to time to prepare present employees to advance to positions in the service requiring higher skills and more responsible duties. If such training is done during working hours, the employee shall receive his regular hourly rate while undergoing training. If training is conducted outside normal working hours, no compensation will be paid to employees undergoing training.

ARTICLE 5  
WAGES

5.1 Wages shall be in accordance with the attached Appendix "A".

A) Apprentices - Effective April 1, 1996, apprentices base hourly wages shall be according to the following formula:

First Year Apprentice	1st 6 months of Journeyman's rate -	40%
	2nd 6 months of Journeyman's rate -	45%
Second Year Apprentice	1st 6 months of Journeyman's rate -	50%
	2nd 6 months of Journeyman's rate -	55%
Third Year Apprentice	1st 6 months of Journeyman's rate -	60%
	2nd 6 months of Journeyman's rate -	65%
Fourth Year Apprentice	1st 6 months of Journeyman's rate -	70%
	2nd 6 months of Journeyman's rate -	75%

5.2 Call Back - When an employee is called in for work outside of his regularly scheduled working hours, he shall be paid a minimum of four (4) hours at the applicable overtime rate. This provision applies only when such call-back results in hours worked are not annexed consecutively to one end or the other of the working day.

5.3 Employees required to work in a higher classification than their normal classification shall be paid the rate of the higher classification for that period of time.

5.4 All employees' work schedule shall provide for a fifteen (15) minutes rest period during each one-half shift. The rest period shall be scheduled at the middle of each shift whenever this is feasible, and shall not be annexed to lunch periods.

#### ARTICLE 6

##### WORK WEEK SCHEDULE AND OVERTIME

6.1 The work week shall be thirty seven and half (37 1/2) hours a week, (bargaining unit employees shall work from 8:00 a.m. to 4:00 p.m. with a half (1/2) hour un-paid lunch period).

6.2 All employees covered by this agreement will be paid time and one-half for work actually done in excess of the scheduled work day.

6.3 All employees will work overtime when requested to do so by supervision.

6.4 Employees shall be notified of such assignment as soon as practicable. In the event that all employees refuse, or are not available, to work overtime, the least senior employee in the classification and area affected by the overtime work must work such overtime. In the event of an emergency declared by the Mayor, no one can refuse to work overtime. An employee, when asked to work overtime, must not be told to take another day off without pay.

6.5 Overtime will be divided equally among the workers where there is more than one (1) worker in that craft.

#### ARTICLE 7

##### HOLIDAYS

7.1 All employees covered by this agreement shall be paid and have the following days off as holidays:

- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

and any Holidays officially proclaimed as such by the President of the United States, the Governor of the State of Connecticut, or the Mayor of the City of Bridgeport.

7.2 If a Holiday falls on Sunday, the following Monday shall be considered the holiday. If a holiday falls on a Saturday, the holiday shall be observed the preceding Friday.

7.3 Employees are required to work the day before a holiday and the day after a holiday, as defined above, in order to receive pay for the holiday, unless excused in advance on either day for reasons acceptable to the City. Such excuse shall not be subject to the provisions of Article XVI.

7.4 If an employee, in case of an emergency, is required to work on a holiday, he shall be paid double time.

**ARTICLE 8**  
**NONDISCRIMINATION**

8.1 The provisions of this agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, sex, sexual orientation, marital status, race, color, creed, national origin, handicap, political affiliation or union membership. Any claimed violation of this Article over which the Connecticut Commission on Human Rights and Opportunities and/or Federal Equal Employment Opportunities Commission would have jurisdiction may be processed through the grievance procedure to the last step prior to arbitration; thereafter, any such claimed violation may be arbitrated only if so agree by both parties.

**ARTICLE 9**  
**INSURANCE**

9.1 The City shall provide and pay for Health Benefits for all employees and their enrolled dependents as follows:

A) "Medical Benefits" in accordance with the City of Bridgeport/Bridgeport Board of Education Medical Plan (including Section V- Schedule of Benefits, Revision 6/20/93), a copy of which is annexed to the originals of this Contract and is on file with the City and the Union (see Appendix B "Medical Plan").

B) Drug prescription family plan (covering all approved medications) with a five (\$5.00) dollar co-payment per prescription and an annual maximum of \$1,000 per plan year. For additional prescription drug charges, 80% is paid by the City and 20% is paid by the employee. For brand name prescription drugs for which a generic equivalent is available the co-payment is ten (\$10.00) dollars (the "Prescription Drug Plan").

C) The twenty-five (\$25.00) dollar deductible CIGNA Dental Plan, or its equivalent, excluding orthodontia (the "Dental Plan").

D) The CIGNA Vision Plan, or its equivalent, as outlined and attached hereto as Appendix C.

9.2 The City provide and pay for the cost of a Group Life Insurance Policy the amount of twenty thousand (\$20,000) dollars with accidental death and dismemberment for all employees.

9.3 Retirees prior to April 1, 1996, and their surviving spouses, will receive benefits for health care as defined in the plans in existence and contract which governed their retirement (or such alternative coverage as they have accepted) and make contributions to coverage, if any, in accordance with such contract(s).

9.4 For employees, and their surviving spouses, if any, who retire on or after April 1, 1996 and prior to June 30, 2001, the City will provide and pay for benefits under the Medical Plan or Medicare Part B and a supplemental plan to Medicare Part B offering benefits equal to the Medical Plan and the Prescription Drug Plan. Such retirees, and their surviving spouses, shall make the employee contributions to coverage provided for herein. Coverage for surviving spouses shall terminate upon remarriage.

9.5 The City may offer the privilege of choosing an alternative health care carrier and/or administrator and/or plans in lieu of the City's Plans as set forth in Section 9.1 of this Article. Enrollment periods shall be annually in May of each year. For employees electing the alternative, the City shall remit monthly to the Plans in an amount up to but not to exceed that which the City pay for the City's Plans as specified in Section 9.1 of this Article. If the cost for the alternative is greater than the amount the City would have paid or contributed had the employee not elected such plan, then the City agreed to deduct from the employee's pay, upon receipt of a written authorization from the employee, the additional amount required for full payment of the alternative premium.

9.6 The City shall be permitted to substitute insurance or benefits arrangements from any source for the Plans provided for in Section 8.1 of this Article. Such substitutions shall be permitted if the substituted coverage offers benefits and methods of administration, processing and payment of claims at least equal to those specifically provided for in Section 8.1 of this Article. Before the City may substitute, it must negotiate the substitution with the Union. If the Union does not agree to the substitution, the City must claim the matter for arbitration in accordance with single member panel rules of the American Arbitration Association. The Arbitrator will order the substitution, if after weighing the total benefits and methods of administration, processing and payment of claims offered by the City's proposal against the total benefits and methods of administration, processing and payment of claims offered by the Plan specified in Section 8.1 of this Article, he/she finds that the average bargaining unit member will, on an overall basis, benefit at last as well under the proposed substituted coverage.

Nothing here. I require the City to propose total substitutions for the coverage provided in Sec. 9.1 of this Article and substitution may be proposed for any one or more of the specified coverages.

9.7 Effective on the execution date of this Agreement, the City shall provide a payment of lieu of health benefits for employees that waive such coverage, in the amount of five hundred (\$500) dollars per year.

9.8 The City, at its option, may change carriers for the insurance or the method of providing the health benefits in this Article, provided the benefits are equal to or better than, in all benefits, in the manner of payments, services and procedures for payments.

The parties shall continue to work through the Labor Management Cooperative Committee on health care, which may modify but not substantially change the health benefits as provided herein.

9.9 Each active employee (and each employee who has retired or will retire on or after April 1, 1996 and before June 30, 2001 shall contribute, if single coverage is elected, 2.5% of the Premium Cost as defined in this Section for the Medical Plan and the Prescription Drug Plan and if dependent coverage is elected, 7.5% of the Premium Cost as defined in this Section for the Medical Plan and the Prescription Drug Plan. For purposes of this Section (and wherever applicable elsewhere in this Article, "Premium Cost" shall be defined as either the actual premium cost paid for such coverage or if the City does not pay an actual premium cost, then the pseudo premium cost as developed by an independent third party administrator for purposes of establishing premiums pursuant to the Comprehensive Omnibus Budget Reduction Act ("COBRA"). In the event that the City's Premium Cost shall increase by eighteen percent (18%) or more during the three year period commencing July 1, 1998, the employee and retiree contribution provided above for dependent coverage shall be increased to ten percent (10%) percent.

9.10 - A) The City has implemented and shall maintain a cafeteria plan pursuant to Section 125 of the Internal Revenue Code for all active employees so as to facilitate deduction of the amounts contributed for health benefits and for child care from the gross income of the employee for tax purposes.

B) As an alternative to the current health and/or insurance benefits, the City may offer an employee benefits cafeteria plan which allows the employee to select from a specific list of benefits up to a yearly dollar amount as agreed; the details of which shall be subject to reopen negotiations at the request of either party.

9.11 - A) For employees who retire on or after June 30, 2001 and their surviving spouses, if any, the City shall provide and pay for the same benefits for medical care (excluding vision and dental coverage) as provided for the active employees as the same may, from time to time, be modified under future collective bargaining agreements or if appropriate due to age, Medicare Part B and the Medicare Supplement Plan to the extent needed. Retired employee contributions shall be equal to the amount of such contributions at retirement plus an increase or decrease in such contributions as such increase or decrease may exist from time to time.

B) If any employee who retires on or after June 30, 1999 shall have available coverage for Medical Benefits through subsequent employment of the retiree or through the retiree's spouse ("Alternative Coverage"), such retiree shall apply for and, if eligible, obtain such Alternative Coverage provided that the Alternative Coverage shall not exceed in premium cost and/or contribution to the retiree the cost which the retiree would have paid to the City for Medical Benefits coverage except as provided below. The retiree shall not take advantage of any buy-out program in lieu of Alternative Coverage. The Retiree and the retiree's spouse shall remain in the City's Plan even if Alternative Coverage is obtained, but the City's Plan shall remain secondary to the Alternative Coverage so long as it is available. In the event the retiree shall not be eligible for alternate coverage or the retirees' premium cost and/or contribution would be more than the retiree's payment for the City's Plan and the City shall not have exercised an option to reimburse the retiree or surviving spouse for such additional cost, the Medical Benefits provided by the City of Bridgeport shall become primary for the retiree and the retiree's spouse.

## ARTICLE 10 SICK LEAVE

10.1 Sick Leave Allowance - Employees shall receive ten (10) sick days per year, granted five (5) days on July 1st, and five (5) days on January 1st. New hires shall receive a pro rata number projected through either July 1st, or January 1st, based upon full months.

Sick Leave Accumulation - Sick leave shall continue to accumulate during leaves of absence with pay and during the time an employee is on an authorized sick leave or vacation time.

A medical certificate, acceptable to the appointing authority, may be required for any absence consisting of four (4) or more consecutive working days.

**10.2 Sick Leave Accumulated at Retirement or death**

A) Upon retirement, an employee shall be credited for the period of time corresponding to the amount of the sick leave accumulated. Said credit shall be paid on a lump sum basis of fifty percent (50%) of all unused sick leave up to a limit of 215 days within fifteen (15) days of retirement date, except as modified by paragraph C.

B) Upon the death of the employee, the amount of sick leave time credit to the employee shall be payable to his beneficiary, as designated by the employee, under the terms of the Connecticut Municipal Employee Retirement Fund (M.E.R.F.).

C) All sick leave accumulated as of April 1, 1992 shall be paid, if unused upon retirement, at eighty-five (85%) of accumulation at the salary dollar value effective on April 1, 1992.

**10.3 Administration**

A) The City shall determine the method of administration of these provisions, subject to the authority of the mayor and the Director of Personnel, when so authorized by the Mayor.

B) The City shall maintain a record for each employee of all sick time taken and accumulated. These records shall be subject to periodic reports to be submitted to him/her.

C) During the effective period of this agreement, a satisfactory method of informing individual employee of accumulated sick leave shall be established. Such procedure shall include either of the following.

- 1. A record of an employee's accumulated sick leave shall be submitted to him upon request at least twice annually.

- 2. A record of an employee's accumulated sick leave shall be indicated on the employee's wage stub at established intervals to be determined by the City but not to be less than once annually as soon as the computer system is fully operational.

**ARTICLE 11  
BEREAVEMENT AND PERSONAL LEAVE**

11.1 Each employee shall be granted leave with pay in the event of a death in their immediate family. Such leave shall start on the day of death and continue through the day of burial, except that in no event shall such leave be more than three (3) days commencing with the day of death. For the purposes of this Article, the term "immediate family" shall mean and include the following: mother, father, spouse, mother-in-law, father-in-law, sister, brother, child, grandparents, grandchildren, and foster parents.

11.1 Up to three (3) days personal leave with pay shall be granted to any employee on request for personal business in any contract year. Such request will not be unreasonably denied.

11.3 Leaves of absences shall be granted in accordance with the Family and Medical Leave Act. All leaves of absences shall be submitted to the Director of Labor Relations for approval.

**ARTICLE 12  
VACATIONS**

12.1 The vacations of employees covered by this contract shall be in accordance with the ordinances of the City of Bridgeport which are now in effect and which provide for such vacations.

12.2 Employees with continuous municipal service of less than one (1) year shall receive one (1) day of vacation with pay for each month of such continuous service, but not to exceed one (1) calendar week in the contract year such service is rendered. In each contract year, any employee with one (1) or more years of municipal service, but less than five (5) years of such service shall receive two (2) weeks vacation with pay. In each contract year, any employee with (5) or more years of

continuous municipal service, but less than ten (10) years of such service, shall receive three (3) weeks of vacation with pay. In each contract year, any employee with ten (10) or more years of continuous municipal service shall receive four (4) weeks of vacation with pay.

1.3 Employees with two (2) weeks vacation may exercise the option of carrying over only one (1) week of unused vacation time from one (1) contract year/vacation year to the next contract year/vacation year, but are not eligible for the option of payout for unused vacation time.

1.4 Employees with three (3) or more weeks vacation may exercise the option of carrying over up to a maximum of two (2) weeks of unused vacation time from one (1) contract year/vacation year to the next contract year/vacation year, but are not eligible for the option of payout for unused vacation time.

1.5 The parties agree that those individuals who had five (5) weeks vacation at the time the vacation was reduced from five (5) to four (4) weeks, shall be grandfathered so that they retain five (5) weeks of vacation.

1.6 All employees hired after July 1, 1993, shall receive a maximum of two (2) weeks vacation.

### **ARTICLE 13** **LONGEVITY PAY**

3.1 Employees with five (5) years of continuous service shall receive sixty dollars (\$60) x years of service. Such payments shall not exceed one thousand five hundred dollars (\$1,500).

3.2 - Eligible employee must be on the payroll as of August first of each year to be eligible to receive longevity payments, and the years of continuous service is computed as of August first of each year.

3.3 - All employees hired after April 1, 1993, shall not be eligible for longevity at any time hereafter. The Union agrees that it will not make any proposals concerning this Section 3 for this agreement's successor agreement, or any future successor agreements until the year 2001. This agreement is made notwithstanding any other provisions of this contract to the contrary. The parties make this agreement on behalf of their officers, present and future, and any and all successors and assigns.

### **ARTICLE 14** **UNION STEWARDS**

14.1 There shall be one (1) Steward for the City of Bridgeport. Should any problem arise in connection with the employee covered by this Agreement, the steward shall report the matter to his superior. If the matter cannot be resolved, the steward shall then call the respective Union office to resolve the problem.

There shall be no loss of time when the steward is doing his duty as steward.

### **ARTICLE 15** **VISITS BY UNION REPRESENTATIVE**

15.1 Accredited Representatives of the Union shall have access to the premises of the employer, at reasonable times, provided he/she notifies the Supervisor in the work area of his/her presence when he/she arrives and his/her presence will not disrupt the orderly routine of the Department.

### **ARTICLE 16** **GRIEVANCE AND ARBITRATION PROCEDURE**

16.1 Any grievance or dispute which may arise between the parties, concerning the application, meaning or interpretation of this Agreement, shall be settled only in the following manner:

STEP 1 - The employee or the Union Representative, with or without the employee, shall take up the grievance or dispute with the employee's Department Head within ten (10) days of the date of the grievance or the employee's knowledge of its occurrence, whichever is later. The Department Head shall arrange to meet with the employee or the Union Representative with or without the employee to attempt to adjust the matter and shall respond in writing to the Union within seven (7) working days.

STEP 2 - If the grievance still remains unadjusted, it shall be presented by the Union Representative to the City's Labor Relations Officer, in writing, ten (10) days after the response of the Department Head is due. Within one week after submission, a meeting shall be held between the Union Representative and the Labor Relations Officer for the purpose of adjusting the grievance. The City's Labor Relations Officer shall respond to the grievance, in writing, at the meeting or within fifteen (15) days afterwards. If the grievance is still unsettled, either party may, within

teen (15) days after the reply of the Labor Relations Office is due, by written notice the other, request arbitration. The parties agree to submit all grievances to the American Arbitration Association (AAA) under the rules of voluntary arbitration of the American Arbitration Association. The arbitrator(s) shall limit its decisions strictly to applications, meaning or interpretation of the provisions of this Agreement. The arbitrator(s) shall not add to, nor subtract from, the terms of this Agreement as written. The arbitration award shall be in writing and shall set forth the opinion and conclusions only on the issue submitted.

The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to issue its decision within thirty (30) days after the conclusion of testimony and argument.

5.2 Each party shall be responsible for compensating its own Representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator(s).

5.3 Grievances initiated by the employer shall be processed in this same manner, but they may be initiated at Step II. Upon mutual agreement by the City and the Union, any of the time limits in this Article may be waived.

5.4 The City and the Union agree that every attempt shall be made to schedule arbitration hearings in discharge cases within one hundred and twenty (120) days of the filing date for arbitration.

#### **ARTICLE 17** **AFFIRMATIVE ACTION**

7.1 The City of Bridgeport and the Union agree to hire qualified minorities as tradesmen and apprentices in keeping with the Affirmative Action Policy endorsed by the Mayor and the City of Bridgeport.

#### **ARTICLE 18** **WORKERS' COMPENSATION AND MODIFIED DUTY**

3.1 If an employee on workers' compensation has a modified or restricted work capacity, the City may, in its discretion, request the employee return to a modified duty position. Such work shall be within the restrictions outlined by the treating medical provider. This work is intended to be transitional and temporary in nature

and will normally not exceed three (3) months. The City reserves the right to limit the number of positions available.

18.2 Employees on workers' compensation shall be granted a leave until they have reached maximum medical recovery, unless otherwise provided under this Agreement.

#### **ARTICLE 19** **DRUG AND ALCOHOL TESTING**

19.1 The City reserves the right to conduct drug and alcohol testing as provided in Connecticut General Statutes, Sections 31-51t through Sections 31-51bb inclusive, excluding section 31-51v. The drug and alcohol testing policy for those employees required to have a CDL shall be incorporated by reference.

#### **ARTICLE 20** **JURY DUTY**

The City will reimburse employees who are summoned and required to serve on a jury in the Superior Court or United States District Court (in the absence of solicitation by the employee to be listed as a prospective juror) for the difference in the compensation received from the court and the pay which said employee would have received had the employee worked those hours that the City would have scheduled for the employee's services during the same time period subject to the following provisions:

1. Employees shall be eligible for this payment after presentation to the City of a statement by the appropriate Clerk of the Court setting forth the dates on which the employee was actually present in Court pursuant to the jury duty summons and the amount paid by the Court as the result of the performance of such jury duty.
2. No employee shall be eligible for the City reimbursement provided herein for jury duty more often than once in a fiscal year.

**ARTICLE 21**  
**MAXIMUM LEAVE**

1.1 The maximum leave granted to any employee for any reason shall not exceed twelve (12) months.

1.2 The Director of Labor Relations, at his/her designee, may extend this period, at his/her discretion, when there are extenuating circumstances and the anticipated return date is within a specified time not to exceed sixty (60) days of the end of the leave. Such extension shall not exceed a maximum of sixty (60) additional days.

1.3 Leave of absences shall be granted in accordance with the Family and Medical Leave Act.

1.4 All leaves of absence shall be submitted to the Director of Labor Relations for approval.

**ARTICLE 22**  
**AMERICANS WITH DISABILITIES ACT**

2.1 Nothing in this agreement shall prohibit the City from taking steps to comply with the requirements of the American with Disabilities Act.

**ARTICLE 23**  
**DURATION**

3.1 This agreement will be effective when signed by all parties and approved in accordance with current applicable state statutes, provided, however, that there is to be no retro-activity concerning any provision of this Agreement. The duration of this agreement shall be from April 1, 1996 to June 30, 2001. In the event that either party wishes to extend, amend, or change this Agreement, notice to all parties must be given in writing no later than one hundred and eighty (180) days prior to the termination date as herein stated. Upon receipt of such notice, all parties will arrange a mutually convenient meeting for the purpose of consummating a new Agreement.

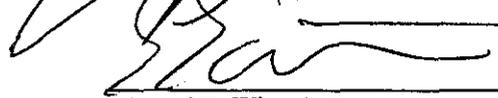
In witness whereof this \_\_\_\_\_ day of \_\_\_\_\_, 199\_\_ the parties hereto set their hands.

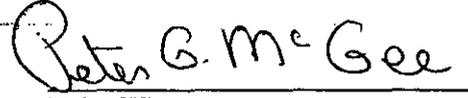
**FOR THE CITY BRIDGEPORT**

**TYPOGRAPHICAL UNION #252**

  
\_\_\_\_\_  
Mayor Joseph P. Ganim

  
\_\_\_\_\_  
Earl B. Benedetto  
President, Local #252

  
\_\_\_\_\_  
Edmund E. Winterbottom  
Director Labor Relations

  
\_\_\_\_\_  
Peter B. McGee  
Union Witness

**Parties to Agreement**

Section 1. It is agreed that the only parties to this agreement are The City of Bridgeport and Bridgeport Typographical Union No.252. It is further agreed that the approval of this agreement by the Printing, Publishing and Media Workers Sector of the CWA, as complying with its laws does not make it a party hereto.

IN WITNESS WHEREOF, We have hereunder set our hands and seals this

.....day of.....

.....  
Director of Labor Relations

.....  
Union Officer

This agreement is approved as being in compliance with the laws of the Printing, Publishing and Media Workers Sector of the CWA, as limited by the Taft-Hartley Law, and the undersigned, on behalf of the Executive Council of the Printing, Publishing and Media Workers Sector of the CWA, hereby pledges, as a matter of union policy only, its full authority under its laws to the fulfillment thereof without becoming party thereto and without assuming any liability thereunder.

.....  
...President, Printing, Publishing and  
Media Workers Sector of the CWA

CITY OF BRIDGEPORT

TRADES - TYPOGRAPHICAL UNION 252

2007  
 JULY 1, 1999  
 24270  
 (3%)

UNION	JOB CODE	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
K	8519	PRESSMAN	\$805.24				WEEKLY
K	8520	PRESSMAN APPRENTICE	\$322.10				WEEKLY
K	8521	LINOTYPE OPERATOR	\$805.24				WEEKLY
K	8527	BOOKBINDER	\$805.24				WEEKLY
K	8529	PRINTER	\$805.24				WEEKLY

CITY OF BRIDGEPORT

TRADES - TYPOGRAPHICAL UNION 252

*2002*  
JULY 1, 1997  
*0.9*  
*(3%)*

UNION	JOB CODE	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
K	8519	PRESSMAN	\$829.40				WEEKLY
K	8520	PRESSMAN APPRENTICE	\$331.76				WEEKLY
K	8521	LINOTYPE OPERATOR	\$829.40				WEEKLY
K	8527	BOOKBINDER	\$829.40				WEEKLY
K	8529	PRINTER	\$829.40				WEEKLY

CITY OF BRIDGEPORT

TRADES - TYPOGRAPHICAL UNION 252

October 1, 2003 6.5%  
 (3%)  
 JULY 1, 1998

UNION	JOB CODE	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
K	8519	PRESSMAN	\$854.28				WEEKLY
K	8520	PRESSMAN APPRENTICE	\$341.71				WEEKLY
K	8521	LINOTYPE OPERATOR	\$854.28				WEEKLY
K	8527	BOOKBINDER	\$854.28				WEEKLY
K	8529	PRINTER	\$854.28				WEEKLY

CITY OF BRIDGEPORT

TRADES - TYPOGRAPHICAL UNION 252

JULY 1, 1999

(2.5%)

UNION	JOB CODE	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
K	8519	PRESSMAN	\$875.64				WEEKLY
K	8520	PRESSMAN APPRENTICE	\$350.25				WEEKLY
K	8521	LINOTYPE OPERATOR	\$875.64				WEEKLY
K	8527	BOOKBINDER	\$875.64				WEEKLY
K	8529	PRINTER	\$875.64				WEEKLY

CITY OF BRIDGEPORT

TRADES - TYPOGRAPHICAL UNION 252

JULY 1, 2000

(2.5%)

UNION	JOB CODE	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
K	8519	PRESSMAN	\$875.64	\$897.53			WEEKLY
K	8520	PRESSMAN APPRENTICE	\$350.25	\$359.01			WEEKLY
K	8521	LINOTYPE OPERATOR	\$875.64	\$897.53			WEEKLY
K	8527	BOOKBINDER	\$875.64	\$897.53			WEEKLY
K	8529	PRINTER	\$875.64	\$897.53			WEEKLY

**SECTION V. - Schedule of Benefits**

This Section lists each covered benefit under the Plan. It shows the various dollar, day or visit limitations applicable to all benefits, as well as any Member payment responsibilities.

- A. The Schedule of Benefits applicable to the Employee and Dependent(s) is indicated on the Employee's membership identification card. Copayments are to be paid directly to the Plan Physician, Provider or Hospital at the time Services are rendered.
- B. The Services listed below are covered subject to any limitations or exclusions otherwise noted in this Summary Plan Description, or in any Rider attached hereto.
- C. Specific coverage guidelines are described in Sections VI, VII, VIII and IX of the Summary Plan Description.
- D. The Services listed below are limited to In-Network and Out-of-Network combined maximums.

**Copayment Schedule C12BP5**

	<b><u>IN-NETWORK</u></b>	<b><u>OUT-OF-NETWORK*</u></b>
<b><u>Medical Services</u></b>		
1. Office visits, consultations and referral visits for illness or injury.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
2. Preventive health services		
a. Office visits, including well-child care, for periodic, routine health exams, in accordance with the following schedule:	\$10 Copayment	\$10 Copayment, then 80% coverage
i. The maximum frequency of covered routine health exams is Monthly during the first 5 months of life (maximum 5); once every 2 months from age 6 months through 11 months (maximum 3); once every 3 months from age 12 months through 23 months (maximum 4); once every 6 months age 24 months through 35 months (maximum 2); and, once per Calendar Year from age 3 years through 17 years.		
ii. The maximum frequency of covered routine adult health exams, according to age is: age 18 years through 29 years, once every third Calendar Year; age 30 years through 49 years, once every second calendar year; age 50 and over, once per Calendar Year.	\$10 Copayment	\$10 Copayment, then 80% coverage

\* All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

IN-NETWORKOUT-OF-NETWORK

iii. Female Members over age 15 are entitled to a gynecological exam once per Calendar Year.	\$10 Copayment	\$10 Copayment, then 80% coverage
b. Ear exams until age 18.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
c. Vision screening.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
d. Immunizations.	Covered in full	80% coverage
e. Voluntarily sought family planning.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
f. Services for infertility, subject to the exclusions in Section VI of this Summary Plan Description.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
g. Mammographic examinations, in accordance with the schedule in Section VI.	Covered in full	80% coverage
3. Diagnostic and therapeutic lab and x-ray services.	Covered in full	80% coverage
4. Outpatient Chemotherapy services.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
5. Allergy services.	\$10 Copayment per visit	\$10 Copayment, then 80% coverage

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	<u>IN-NETWORK</u>	<u>OUT-OF-NETWORK*</u>
6. Outpatient surgical procedures (includes diagnostic procedures), outpatient facility, or surgical center. (1)	\$10 Copayment per visit	\$10 Copayment, then 80% coverage
7. Maternity care.	\$10 Copayment initial visit, then covered in full	\$10 Copayment, then 80% coverage initial visit, then 80% coverage
8. Home health care services, when Approved in Advance.	Covered in full	80% coverage
9. Short-term outpatient Rehabilitative Services (includes physical, chiropractic and occupational therapies) up to 30 visits per Calendar Year. (Note: any combination of physical, chiropractic and occupational therapies is applied to the 30-visit benefit limit.) If more than 30 visits are medically necessary, as determined by PHS, within a 60 consecutive day period, counting from the first day of treatment, coverage will be provided for such additional visits, less Copayment, during those 60 consecutive days. (Combined maximum In-Network and Out-of-Network of 30 visits.)	\$10 Copayment per therapy visit	\$10 Copayment, then 80% coverage
10. Short-term outpatient cardiac rehabilitation, when Approved in Advance by PHS.	\$10 Copayment per therapy visit	\$10 Copayment, then 80% coverage
11. Outpatient services for the diagnosis and medical treatment for the abuse of or addiction to alcohol and drugs. (All services must be Approved in Advance by PHS.)	\$10 Copayment per visit	\$10 Copayment (up to 2,000 /max. per year)

\* All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

IN-NETWORKOUT-OF-NETWORK\*

12. Outpatient services for evaluation, crisis intervention and the treatment of mental illness and emotional disorders, up to 30 visits per member per Calendar year. In no event shall available benefits be less than \$2,000 per Calendar Year. Combined max. of 30 visits (In-Network and Out-of-Network) or up to \$2,000 (Out-of-Network). (2)	\$20 Copayment per outpatient therapy visit.	50% Copayment (up to 2,000 /max. per year)
13. Prosthetic devices and their fitting.		
a. Internal prosthetic devices, (surgically implanted) when Approved in Advance by PHS.	Covered in full	See In-network
b. External prosthetic devices, when Approved in Advance.		
1. First appliance ever required for that body part.	Covered up to a \$5,000 max. payment	80% coverage up to Calendar year max. (see In-Network)
2. Replacements (combined maximum In-Network and Out-of-Network)	Replacements covered to a \$500 max. payment per member per body part per Calendar year.	80% coverage up to Calendar year max. (see In-Network)
14. House visits within the Service Area	Covered in full	80% coverage
15. Foot orthotics	Coverage is limited to a payment of 50% of the physicians charge or \$125, whichever is less, per Member.	See In-Network

\* All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

	<u>IN-NETWORK</u>	<u>OUT-OF-NETWORK*</u>
16. Speech Therapy, for a period of up to 60 consecutive days from the date on which such Services begin, and when Approved in Advance by PHS. If significant improvement will not occur within two months, such therapy is not covered. (Combined maximum In-Network and Out-of-Network)	\$10 Copayment per visit	\$10 Copayment then 80% coverage
17. Medical social services (combined maximum In-Network and Out-of-Network)	Covered to a maximum benefit of \$200 for a Member diagnosed as terminally ill.	See In-Network
18. Oxygen and its derivatives. (Combined maximum In-Network and Out-of-Network)	Limited to a maximum payment of \$300 per Member per Calendar year.	See In-Network
19. Autologous blood preparation and transfusion. (Combined maximum In-network and Out-of-Network)	Covered in full when performed within 60 days of a covered surgical procedure.	See In-Network

#### Hospital Services

1. Inpatient Hospital Services in a Hospital.	\$200 Copayment, then 100% coverage	\$200 Copayment, then 80% coverage(1)
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\* All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

**IN-NETWORK      OUT-OF-NETWORK**

- |   |   |   |
|---|---|---|
| <p>2. When Approved in Advance by PHS, Inpatient Mental Health Services in a Hospital. Combined maximum In-Network and Out-of-Network up to 60 days per Calendar year. This benefit is exchangeable with 120 partial hospitalization sessions of not less than four hours and not more than 12 hours in any 24 hour period, subject to the limitations in Section VII of this Summary Plan Description.</p> | <p>\$200 Co-payment, then 100% coverage</p> | <p>\$200 Copayment, then 80% coverage(1)</p>  |
| <p>3. When Approved in Advance by PHS, Rehabilitative Services (physical and occupational therapy) in a Hospital, Rehabilitation Center or SNF. Combined maximum In-Network and Out-of-Network, for up to 60 consecutive days per medical condition from the date on which such services begin.</p>   | <p>\$200 Co-payment, then 100% coverage</p> | <p>\$200 Copayment, then 80% coverage(1)</p>  |
| <p>4. When Approved in Advance by PHS, Rehabilitative treatment for alcoholism and drug abuse in a PHS Approved Substance Abuse Treatment facility. Combined maximum In-Network and Out-of-Network, up to 45 inpatient and/or partial hospital days per Calendar Year.</p>  | <p>\$200 Co-payment, then 100% coverage</p> | <p>\$200 Co-payment, then 80% coverage(1)</p> |
| <p>5. When Approved in Advance by PHS, Skilled Nursing Services in a SNF. Combined maximum In-Network and Out-of-Network, to a maximum of 60 consecutive days per medical condition from the date on which such services begin.</p>   | <p>\$200 Co-payment, then 100% coverage</p> | <p>\$200 Co-payment, then 80% coverage(1)</p> |
| <p>6. When Approved in Advance by PHS, Hospice care on either an inpatient or outpatient basis for a member who has been diagnosed by a physician as having a life expectancy of six months or less.</p>  | <p>\$200 Copayment, then 100% coverage</p>  | <p>See In-Network (1)</p>                     |

**Emergency Services**

- |   |                        |                       |
|---|------------------------|-----------------------|
| <p>1. Ambulance Services, in a case of Emergency.</p> | <p>Covered in full</p> | <p>See In-Network</p> |
|---|------------------------|-----------------------|

\* All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

IN-NETWORKOUT-OF-NETWORK\*

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|--|--|----------------|
| 2. Hospital emergency room   | \$75 Copayment per approved visit. Copayment is waived if Member is admitted to a hospital directly from the emergency room. | See In-Network |
| 3. Medical Services, subject to the limitations in Section VI of this Summary Plan Description.      | \$10 Copayment, then 100% coverage   | See In-Network |
| 4. Hospital Services, subject to the limitations in Section VII of this Summary Plan Description.(3) | \$200 Copayment, then 100% coverage  | See In-Network |

Additional Coverage

- |  |  |                                    |
|--|--|------------------------------------|
| 1. Durable Medical Equipment<br>(Combined maximum In-Network and Out-of-Network) | Covered to a maximum payment of \$500 per Member per Calendar Year | See In-Network                     |
| 2. Oral Surgery  |  |                                    |
| a. Outpatient Services   | \$10 Copayment, then 100% coverage                                 | \$10 Copayment, then 80% coverage  |
| b. Inpatient Services (1)(3)   | \$200 Copayment, then 100% coverage                                | \$200 Copayment, then 80% coverage |

\* All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

**IN-NETWORK**      **OUT-OF-NETWORK**

**Member Responsibilities**

Deductible per Calendar Year.	None	\$200 per Member; \$400 per Family
Out-of-Pocket maximum for Deductibles and Coinsurance per Calendar Year.	None	\$1000 per Member; \$2000 per Family
Out-of-Pocket Maximum for Inpatient Copayments per Calendar Year.	\$1000 per Member; \$2000 per Family	See In-Network
Plan Lifetime Maximum	None	\$1,000,000
Pre-certification, as described in Section IX of this Summary Plan Description	None	Yes (\$100 penalty for non-compliance)

- (1) Member must complete the PHS Pre-Certification Process, as described in Section IX of this Summary Plan Description.
- (2) 50% Out-of-Network Member Copayment does not apply to Member's Deductibles or Out-of-Pocket Maximums.
- (3) Inpatient admissions for the same diagnosis have Inpatient Copayment applied once per 30-day benefit period.

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All home/office services, except psychiatric, minus Member Copayment, covered up to \$270 per Member, per Calendar Year; after which, all Out-of-Network coverage will be subject to Member first meeting Deductible. All Out-of-Network charges are subject to Usual, Customary and Reasonable allowances.

**APPENDIX C  
VISION CARE BENEFITS FOR  
CITY OF BRIDGEPORT**

A new vision care plan will be provided by Vision Service Plan. The plan provides a complete vision examination and lenses once every twelve (12) months, and a frame every twenty-four (24) months. The vision examination will include tests to determine the general health of your eyes and whether glasses are necessary. A wide selection of frames are available, and contact lenses are covered if medically necessary. An allowance will be made if cosmetic contacts are selected.

The plan has a network of over 22,000 doctor locations nationwide for you to choose from. **WHEN SERVICES ARE OBTAINED FROM A MEMBER DOCTOR**, Vision Service Plan will pay the doctor directly. There will be no out-of-pocket expense except for a twenty (\$20.00) dollar co-payment for the examination and a thirty (\$30.00) dollar co-payment for materials. There can be an extra charge for cosmetic lenses such as tints, over-sized lenses, or blended lenses, etc. These extras are charged at predetermined wholesale prices.

In addition, your benefit includes a forty dollar (\$40.00) wholesale frame allowance. This typically equates to a pair of frames which retail for one hundred/one hundred twenty (\$100/\$120) dollars. Should you exceed the wholesale frame allowance, you will be charged the additional wholesale cost, plus a service fee equal to the overage. Example: You choose frames which carry a fifty dollar (\$50.00) wholesale value. You would be charged the additional wholesale cost of ten dollars (\$10.00) plus a service fee equal to the overage, or ten (\$10.00) dollars. Therefore, these frames would cost twenty (\$20.00) dollars in addition to your co-payment.

You also have the option to receive **SERVICES FROM A NON-MEMBER DOCTOR**, and VSP will reimburse you according to a schedule of allowances. There is no assurance that the schedule will be sufficient to pay for the entire cost of the examination or the glasses.

**NON-MEMBER DOCTOR REIMBURSEMENT SCHEDULE**

Vision Examination	\$40.00
Single Vision Lenses, up to (per pair)	\$40.00
Bifocal Lenses, up to (per pair)	\$60.00
Trifocal Lenses, up to (per pair)	\$80.00
Lenticular	\$125.00
Frames, up to	\$45.00
Contact Lenses	
Necessary	\$210.00
Elective	\$105.00

complete the pre-addressed request-for-service postcard attached to the brochure and mail it to VSP. The request-for-service postcard should be sent in just prior to your desired appointment date, since the benefits from expires sixty (60) days from the date of issue. Within approximately ten (10) days, you will receive a benefit from along with a list of member doctors in your area. For questions other than eligibility, call VSP's National Customer Service Center at (1800) 622-7444.

**BEFORE MAKING AN APPOINTMENT WITH EITHER A MEMBER OR NON-MEMBER DOCTOR**, you must obtain a request card brochure from your Personnel