

**CITY OF BRIDGEPORT
CONTRACTS COMMITTEE
REGULAR MEETING
DECEMBER 14, 2021**

ATTENDANCE: Matthew McCarthy, Co-chair; Jeanette Herron Co-chair;
Jorge Cruz, Ernest Newton, Maria Pereira, Rosalina Roman-Christy

OTHERS: Council Member(s): Scott Burns & Tyler Mack; Eric Amado, Labor Relations Director; Nestor Nkwo, OPM Director; Philip White, Labor Relations; Tom Gaudett, Mayor's Office, Barbara, Deirdre Gruber; WINNER, Call in User 1; Kristina Agapito

CALL TO ORDER

Co-chair McCarthy called the meeting to order at 6:03 p.m. A quorum was present.

APPROVAL OF COMMITTEE MINUTES

• October 13, 2021 (Regular Meeting)

**** COUNCIL MEMBER HERRON MOVED THE MINUTES OF OCTOBER 13, 2021.**

**** COUNCIL MEMBER ROMAN-CHRISTY SECONDED.**

**** THE MOTION TO APPROVE THE MINUTES OF THE OCTOBER 13, 2021 MEETING AS SUBMITTED PASSED WITH FOUR (4) IN FAVOR (CRUZ, HERRON, NEWTON AND ROMAN-CHRISTY) AND ONE (1) ABSTENTION (PEREIRA).**

01-21 Proposed Tentative Agreement with the Connecticut Association of Labor Unions (CALU), (Nurses Union) regarding their Bargaining Unit Contract for the term of July 1, 2019 through June 30, 2025.

Mr. Amado presented the item to the Committee. He noted that the majority of the employees in this bargaining unit were from the Board of Education. He summarized the events of the arbitration. Mr. White stated that it was a fair deal for the City and said that there were some contractual issues that were corrected.

Council Member Pereira asked how many nurses were on the BOE side and how many on the City side. Mr. White provided her with the break out numbers.

Council Member Pereira said that much of the contract language had been cleaned up. However, some of the old language remains. She referred that on page 5, section 2.2. She wished to clarify that the BOE employees were paid for 100% and under the control of the BOE. She stated that the nurses do not serve under the Public Health Director, they are BOE employees. The City

does not have any authority over the BOE employees. This is a violation of State statutes. The City cannot direct BOE school employees.

Mr. Nkwo said that when the City transferred the nurses to the BOE, they also transferred the funding for the BOE. Council Member Pereira stated that this was completely untrue.

Council Member Newton thanked Mr. Amado for reviewing some of the areas that the Council had concerns about and now the Council is more involved with the contracts negotiations. This is a better contract for the City and for the nurses.

Council Member Newton said that if Mr. Nkwo stated that when the nurses were transferred to the BOE, then the funds were transferred to the BOE. Mr. Nkwo has been doing this job a long time.

Council Member Herron asked how many vacancies there were for the nurses. Mr. Amado said that there were quite a few. Mr. White said that his estimate was that there were 4 to 6 vacancies.

Council Member Pereira stated that the purpose of transferring the nurses to the BOE was to save money on the City side. She stated that she would find the news article about this.

Council Member Pereira asked for clarification on page 6, on the top of the page, there was a reference to Janus decision and wished to know why the payment of union dues stated that “all” members “shall” pay dues. Mr. White said that on the previous page, there was an exemption clause. Discussion followed about the language used on that particular section.

Council Member Pereira then cited Section 7 and asked why the members could not physically inform a department head by email before coming for a meeting. Mr. Amado said that it was documentation for the meetings and includes a variety of reasons. Council Member Pereira said that this was a barrier for the union members.

Council Member Newton asked if the bargaining unit had agreed to the contract as presented. Mr. Amado said that they had. He reminded the Council Members that the contract had gone through arbitration and both parties had agreed upon the contract terms.

Council Member Burns wished to know if the cost was locked in if they changed insurance providers. Mr. Amado reviewed those details with the him.

Council Member Cruz said that the negotiations were in good faith and were already accepted by the bargaining unit.

**** COUNCIL MEMBER HERRON MOVED TO CALL THE QUESTION.**

**** COUNCIL MEMBER NEWTON SECONDED.**

**** THE MOTION PASSED WITH FOUR (4) IN FAVOR (CRUZ, HERRON, NEWTON AND ROMAN-CHRISTY) AND ONE (1) ABSTENTION (PEREIRA).**

Council Member Pereira stated that she had spent time reading the contract and would not be a rubber stamp. She said that she still had more questions.

**** COUNCIL MEMBER CRUZ MOVED TO APPROVE AGENDA ITEM 01-21 PROPOSED TENTATIVE AGREEMENT WITH THE CONNECTICUT ASSOCIATION OF LABOR UNIONS (CALU), (NURSES UNION) REGARDING THEIR BARGAINING UNIT CONTRACT FOR THE TERM OF JULY 1, 2019 THROUGH JUNE 30, 2025.**

**** COUNCIL MEMBER HERRON SECONDED.**

**** THE MOTION PASSED WITH FOUR (4) IN FAVOR (CRUZ, HERRON, NEWTON AND ROMAN-CHRISTY) AND ONE (1) ABSTENTION (PEREIRA).**

02-21 Proposed Tentative Agreement with the Bridgeport School Crossing Guards Association regarding their Bargaining Unit Contract for the term of September 1, 2021 through August 31, 2026.

Mr. Amado said that this was a relatively small contract and there had been a significant amount of language clean up. He gave a brief overview of the various changes, such as leaves of absence and a variety of other issues. Mr. White said that there had been various conversations back and forth and both the City and the union members got what they were looking for.

Council Member Newton asked how many crossing guards there were in the City of Bridgeport. Mr. Amado said that they had 84 and were looking for more. This is one of the job classifications where they have year round open applications.

Council Member Newton said that the City Council had requested some substantial changes. Mr. Amado said that there was a restructuring in the wage ranges, but other than that, there were not many other changes.

Council Member Pereira asked about the Financial Summary. She wished for confirmation about the minimum wage increases. Mr. Amado said that this was incorrect and then outlined wage increases.

Council Member Pereira asked about the State statute for employees being scheduled for a minimum of 4 hours a day. She wished to know if there was a special exemption for school crossing guards under State statute.

Mr. White said that he did not know what statute Council Member Pereira was referring to. Mr. Amado performed a quick search on the State statutes and said that he did not see a four hour minimum

Council Member Burns said that the crossing guards were the first union to agree to a 0% increase when the Ganim administration started. He asked if there were increases in the State

minimum wage. Mr. White said that he was not aware of any expected increases in the minimum wage, but they would adjust the contract if that happened.

Council Member Pereira said that she could not find anything about background checks for the crossing guards. Mr. Amado said that the crossing guards are finger printed and screened by Civil Service. It is not a competitive position, but the Personnel Director has the authority to set up a screening protocol.

**** COUNCIL MEMBER NEWTON MOVED TO MOVED TO CALL THE QUESTION.**

**** COUNCIL MEMBER HERRON SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

**** COUNCIL MEMBER HERRON MOVED TO APPROVE AGENDA ITEM 02-21 PROPOSED TENTATIVE AGREEMENT WITH THE BRIDGEPORT SCHOOL CROSSING GUARDS ASSOCIATION REGARDING THEIR BARGAINING UNIT CONTRACT FOR THE TERM OF SEPTEMBER 1, 2021 THROUGH AUGUST 31, 2026.**

**** COUNCIL MEMBER NEWTON SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Council Member McCarthy said that in the future, if there are many questions, they should be directed to the Co-chairs in advance. Council Member Herron said that it would be nice if the protocols were followed.

ADJOURNMENT

**** COUNCIL MEMBER HERRON MOVED TO ADJOURN.**

**** COUNCIL MEMBER CRUZ SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 6:54 p.m.

Respectfully submitted,
Telesco Secretarial Services