

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF HARTFORD**

AND

**CSEA-SEIU, LOCAL 2001 CTW (SCHOOL CROSSING GUARDS)
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the CSEA-SEIU, Local 2001 CTW (School Crossing Guards), (hereinafter, "Local 2001") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2018 through June 30, 2026 subject to the ratification of Local 2001 and approval by the City of Hartford Court of Common Council. The July 1, 2015 through June 30, 2018 Collective Bargaining Agreement currently in effect, shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect the changes outlined herein.

This Tentative Agreement represents concepts and not necessarily final contract language. Actual contract language will be drafted if the Tentative Agreement is ratified by Local 2001 and approved by the Court of Common Council.

CITY OF HARTFORD

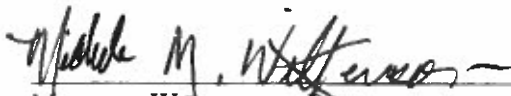


LUKE BRONIN, MAYOR

12-5-23

DATE

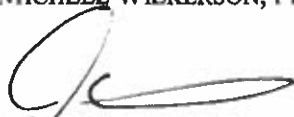
CSEA-SEIU, LOCAL 2001 CTW (SCHOOL CROSSING GUARDS)



MICHELE WILKERSON, PRESIDENT

12-5-2023

DATE



JULIUS PRESTON, STAFF REPRESENTATIVE

12-5-2023

DATE

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 2001 CTW, CSEA-SEIU**

1. DURATION:

July 1, 2018 – June 30, 2026

2. MANAGEMENT RIGHTS: (New last Paragraph of Section 1.2)

Subcontracting. Effective upon the final approval of this Tentative Agreement, the City shall have the right to subcontract out to fill vacant posts in lieu of using Police Officers. The City acknowledges that it will continue to make every effort to hire permanent School Crossing Guards.

3. WAGES: (Update Section 2.2 accordingly)

a. General Wage Increases (Create Salary Tables and Replace Section 2.2.A)

A. General Wage Increases. The daily wage rates for bargaining unit members for the term of this Agreement will be as provided below:

July 1, 2018 through the final approval of this Tentative Agreement: 0%

Effective the pay period following the final approval of this Tentative Agreement:

New salary table with two steps for all school crossing guards as follows:

Daily Rates

Base: \$50.00;

Step 1 (1st Year): \$52.50

Pre-2013 Employees to be placed on Step 1

Post-2013 Employees to be placed on Base Step and move to Step 1 one year later in accordance with Section 2.2.B

Effective July 7, 2024: 2%

Effective July 6, 2025: 2%

Any percentage increases referenced above are applied to the base rate rounded to the nearest penny.

Effective after the final approval of this Tentative Agreement, bargaining unit members who work more than two shifts will receive .5 of their daily rate of pay for each additional shift worked outside of their regularly scheduled shift.

b. Lump Sum Payment (Add new Section 2.2.C)

Bargaining Unit Members hired before June 30, 2023. Bargaining unit members who were hired in the classification of School Crossing Guard before June 30, 2023 will receive a one-time lump sum payment of seven hundred and fifty dollars (\$750) payable within thirty (30) days of the final approval of this Tentative Agreement.

Bargaining Unit Members hired on or after June 30, 2023. Bargaining unit members who were hired in the classification of School Crossing Guard on or after June 30, 2023 will not be eligible for this one-time lump sum payment.

4. INSURANCE (Update Section 2.4.A and Section 2.4.B accordingly)

a. **Plan Design:** Effective July 2024, the City will provide health insurance benefits under the NEW OAPIN Plan attached as Appendix A.

b. **Employee Cost Share:** Effective July 1, 2024, the employee cost share for its medical, prescription and dental insurance coverage will increase to 10%.

5. SICK LEAVE (Update Section 2.9.A and Section 2.4.E accordingly and Add NEW Section 2.9.F)

a. **Sick Leave Accruals:**

Effective Fiscal Year 2024-25, bargaining unit members will accrue one (1) day to a maximum of ten (10) days per school year; 80 days maximum carry over.

Effective Fiscal Year 2025-26, bargaining unit members will accrue three quarters (.75) of a day to a maximum of seven and one-half (7.5) days per school year; 80 days maximum carry over.

Effective June 30, 2026 and thereafter, bargaining unit members will accrue half (.5) a day per month to a maximum of five (5) days per school year; 80 days maximum carry over.

Employees with accruals above 80 days will be capped at their current amount as of the final approval of this Tentative Agreement and will not receive any additional accruals until such time as they go below 80 days.

b. **Sick Leave Payout at Separation:**

Effective with separations following the approval of this Tentative Agreement, bargaining unit members who separate in good-standing (resign or retire and provide at least 2 weeks of notice) will be paid out for their accrued and unused sick leave as follows:

Completed Years of Service	% of Accrued & Unused Sick Leave to be Paid
Less than 5 Years of Completed Service	20%
5 Years but less than 10 Years of Completed Service	35%
10+ Years of Completed Service	50%

c. **Perfect Attendance Incentive (NEW Section 2.9.F):**

F. Perfect Attendance Incentive Payment. Bargaining unit members who have no absences from the beginning of the school year through the winter school break in December will receive \$200, payable the first pay period in January. Bargaining unit members who have no absences from January through the end of the school year will receive \$200, payable at the end of the school year. In addition to the semi-annual payments, bargaining unit members who have no absences for the entire school year will receive an additional \$200, payable at the end of the school year.

Bargaining unit members who have two or less absences from the beginning of the school year through the winter school break in December will receive \$100, payable the first pay period in January. Bargaining unit members who have two or less absences from January through the end of the school year will \$100, payable at the end of the school year. . In addition to the semi-annual payments, bargaining unit members who have two or less absences for the entire school year will receive an additional \$100, payable at the end of the school year.

6. **PENSION:** (Update Section 2.12 accordingly)

Effective July 1, 2024, bargaining unit members who are eligible for a pension benefit through the City will contribute to the pension fund five percent (5%) on the social security covered portion of their earnings and eight percent (8%) on the excess earnings.

7. **UNIFORMS:** (Will not be incorporated into the Collective Bargaining Agreement)

The City and the Union agree to work together to find rainwear that is more durable in inclement weather.

APPENDIX A

**City of Hartford - SCGA Actives
Estimated Savings for Proposed Plan
Changes Effective July 1, 2022**

Current Plans OAP: \$20 OV; \$150 IP; \$0 OP; \$100 ER; \$25 UC;		
Rx \$5/\$10/\$25 Retail; 1x Mail		
OAPIN: \$20 OV; \$200 IP; \$50 OP; \$150 ER; \$35 UC;		
Rx \$5/\$25/\$35 Retail; 2x Mail		
Projected Expenses	Total Plan	City Net
Medical/Rx Claims	\$524,100	
Administration/Stop Loss	\$20,200	
Employee Contributions @ 9%		\$48,900
Total - Current Plans	\$544,300	\$495,400

Proposed Plans		
Proposed Plan 1: All to New OAPIN		
OAPIN: \$35 PCP/\$40 OV; \$400 IP; \$200 OP; \$200 ER; \$40 UC;		
Rx \$5/\$25/\$35 Retail; 2x Mail		
Projected Expenses	Total Plan	City Net
Medical/Rx Claims	\$456,900	
Administration/Stop Loss	\$20,200	
Employee Contributions @ 9%		\$40,500
Total - Current Plans	\$477,100	\$436,600
Cost/(Savings):	(\$67,200)	(\$58,800)
	-12.3%	-11.9%

Notes:

1. Projections are based on Segal budget projections released on 2/17/2021, 25 enrolled subscribers as of December 2021 and preliminary rates effective July 1, 2022.

The projections in this report are estimates of future costs and are based on information available to Segal at the time the projections were made. Segal has not audited the information provided. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, health trend rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases. The projections do not reflect the potential impact of any future changes due to health care reform legislation, other than those noted or previously adopted.