

Executive Summary
Agreement between City of Stamford and AFSCME Local 1303-263 Council 4, AFL-CIO
Dental Hygienists

Number of Full-Time Employees: 4

Term: 7/1/20 – 6/30/22

General Wage Increase: 7/1/2020 0%
7/1/2021 re-opener

(Estimated two-year savings of 0% \$13,718)

Health Insurance: Migrate to the State Partnership Plan. **(Six months savings projected \$10,647.18; Jan 2021 – June 2021).**

COVID-19 Testing Stipend: Employees have been and continue to provide COVID-19 contact tracing for which they will receive a one-time non-pensionable payment of \$500 **(4 nurses at \$500 = \$2,000)**

No Layoff Clause: The City agreed that it will not lay off or reduce the hours of bargaining unit employees for the year July 1, 2020 through June 30, 2021.

Duration/Reopener: Two-year term July 1, 2020 – June 30, 2022. Reopener on all items in second year.

Tentative Agreement attached.

**AGREEMENT Between
THE CITY OF STAMFORD
And
CITY OF STAMFORD LOCAL 1303-273 COUNCIL 4, AFSCME, AFL-CIO**

1. Wages:

7/1/20: 0%
7/1/21 See Duration/Re-Opener Provision item 4.

Employees shall receive a one-time non-pensionable stipend of \$500 for performing COVID-19 contract tracing.

2. Insurance:

The City would apply for the State Partnership Plan ("SPP"), subject to the following conditions:

In the event any of the following occur, the City or the Union may reopen negotiations in accordance with MERA as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part:

(a) If the City's application for the SPP is denied; and/or

(b) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or

(c) If Conn. Gen. Stat. Section 3-123rr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the City, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or

(d) In any negotiations triggered under the above as well as negotiations for a successor to this collective bargaining agreement, the parties shall consider the current High Deductible Health Plan with Health Savings Account to be the baseline for such negotiations, and the parties shall consider the following additional factors:

- Trends in health insurance plan design outside of the SPP;

- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

(e) The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose a HEP non-participation or noncompliance per month premium cost increase or annual deductible, those sums shall be paid 100% in their entirety by the nonparticipating or non-compliant employee. No portion or percentage shall be paid by the City. The per month premium cost increase shall be implemented through payroll deduction, and the annual deductible shall be implemented through claims administration.

3. No Layoff

The City agrees that it shall not layoff bargaining unit employees employed as of the date of this Agreement. This clause shall terminate June 30, 2021.

4. Duration/Re-Opener:

The contract will expire on June 30, 2022. The parties agree that all terms and conditions of employment shall be subject to re-negotiations for the 2021-2022 contract year which negotiations shall commence in February 2021.

For The City of Stamford


Mayor David R. Martin

Date: 11/13/20

For Local 1303-273


Mary Ellen McLaughlin, President

Date: 11-13-2020

For Council 4, AFSCME AFL-CIO


Emily Demicco, Staff Representative

Date: 11-15-2020

Ees

2021 Pricing Structure (Effective 1.1.2021-6.30.2021)

Union - Union Code and Plan		<i>Total Cost excluding H.S.A. Seeding</i>	<i>EE Contribution</i>	<i>Employer Contribution</i>	<i>6 Months H.S.A. Seeding</i>	<i>Total Employer Contribution with 6 Months H.S.A. Seeding</i>
UAW						
Actives	313	\$ 5,263,056.10	\$ 736,827.85	\$ 4,526,228.24		\$ 4,526,228.24
Dental Hygienists						
Actives	3	\$ 53,952.97	\$ 6,474.36	\$ 47,478.61	\$ 3,000.00	\$ 50,478.61
MAA/Municipal Supervisory						
Actives	100	\$ 1,769,665.68	\$ 291,430.90	\$ 1,478,234.78	\$ 39,600.00	\$ 1,517,834.78
Municipal Nurses						
Actives	29	\$ 508,404.60	\$ 84,296.94	\$ 424,107.65	\$ 500.00	\$ 424,607.65
Non Union						
Actives	15	\$ 249,622.50	\$ 43,683.94	\$ 205,938.56		\$ 205,938.56
IUOE Water Pollution						
Actives	29	\$ 402,633.54	\$ 43,699.48	\$ 358,934.07	\$ 36,000.00	\$ 394,934.07
Total	489	\$ 8,247,335.38	\$ 1,206,413.47	\$ 7,040,921.92	\$ 79,100.00	\$ 7,120,021.92

Note:

1. Total 2021 Pricing for the UAW, Dental Hygienists, MAA, Nurses, Non Union and IUOE Water Pollution Unions is based on 6 months of the City of Stamford 7.1.2020 to 6.30.2021 premiums as wells as 6 months of H.S.A. seeding, where applicable.
2. CT State Partnership Plan rates are based on Jan 1 2021 to March 31 2021 rates shown on the CT State Partnership Plan website. Medicare premiums have been updated to Jan 1 2021 to Dec 31 2021 rates shown on the ct state partnership plan website

CT State Partnership Plan

Union - Union Code and Plan	Total Cost excluding H.S.A. Seeding		Employer Contribution	6 Months H.S.A. Seeding	Total Employer Contribution with 6 Months H.S.A. Seeding
	EE Contribution				
UAW					
Actives	\$ 3,799,419.66	\$ 531,918.75	\$ 3,267,500.90	\$ -	\$ 3,267,500.90
Dental Hygienists					
Actives	\$ 45,262.99	\$ 5,431.56	\$ 39,831.43	\$ -	\$ 39,831.43
MAA/Municipal Supervisory					
Actives	\$ 1,346,143.12	\$ 220,391.24	\$ 1,125,751.89	\$ -	\$ 1,125,751.89
Municipal Nurses					
Actives	\$ 378,830.52	\$ 62,956.13	\$ 315,874.39	\$ -	\$ 315,874.39
Non Union					
Actives	\$ 185,817.13	\$ 32,518.00	\$ 153,299.14	\$ -	\$ 153,299.14
IUOE Water Pollution					
Actives	\$ 323,392.50	\$ 35,946.51	\$ 287,445.99	\$ -	\$ 287,445.99
Total	\$ 6,078,865.92	\$ 889,162.19	\$ 5,189,703.74	\$ -	\$ 5,189,703.74

Difference between 1.1.2021 - 6.30.2021 Self Funded and SPP

Union - Union Code and Plan				<i>Employer contribution with 6 Months H.S.A. Seeding</i>	<i>Total Employer Savings with avoidance of 6 Months of H.S.A. Seeding</i>
	<i>Total Cost excluding H.S.A. Seeding</i>	<i>EE Contribution Savings</i>	<i>Employer Contribution Savings</i>		
UAW					
Actives	\$ (1,463,636.44)	\$ (204,909.10)	\$ (1,258,727.34)		\$ (1,258,727.34)
Dental Hygienists					
Actives	\$ (8,689.98)	\$ (1,042.80)	\$ (7,647.18)	\$ (3,000.00)	\$ (10,647.18)
MAA/Municipal Supervisory					
Actives	\$ (423,522.56)	\$ (71,039.66)	\$ (352,482.90)	\$ (39,600.00)	\$ (392,082.90)
Municipal Nurses					
Actives	\$ (129,574.07)	\$ (21,340.82)	\$ (108,233.26)	\$ (500.00)	\$ (108,733.26)
Non Union					
Actives	\$ (63,805.37)	\$ (11,165.94)	\$ (52,639.43)		\$ (52,639.43)
IUOE Water Pollution					
Actives	\$ (79,241.04)	\$ (7,752.96)	\$ (71,488.08)	\$ (36,000.00)	\$ (107,488.08)
Total	\$ (2,168,469.46)	\$ (317,251.28)	\$ (1,851,218.18)	\$ (79,100.00)	\$ (1,930,318.18)