

EXECUTIVE SUMMARY

TENTATIVE AGREEMENT

CITY OF STAMFORD MUNICIPAL NURSES ASSOCIATION
37 Full-time

The City and the Nurses Association entered into a two-year agreement in July 2020 covering the period July 1, 2019 through June 30, 2021. The agreement contained a reopener for wages for the second year beginning July 1, 2020. The agreement provide for 0% GWI for July 1, 2019, the State Partnership Plan and a no layoff for clause for FY 21 (now expired). The reopener tentative settlement provides for the following:

1. Duration extended to June 30, 2023.
2. Wages

7/1/2020	1.25%
1/1/2021	1.25%
7/1/2021	1.25%
1/1/2022	1.25%
7/1/2022	1.25%
1/1/2023	1.25%

(cost see attached)
3. COVID Vaccine Stipend \$65. **(cost 32 employees vaccinated = \$2,080)**
4. COVID Stipend: \$100 per month April 2020 – June 2021. **(\$1,500 annualized, 36 employees = \$54,000)**
5. 2nd Language Stipend: \$25 per month paid to an employee who is certified by HR in a 2nd language. Languages to be included determined by the City based on business necessity (presently only Spanish).

Attached are both the reopener agreement and the July 2020 agreement.

AGREEMENT
BETWEEN
THE CITY OF STAMFORD
AND
CITY OF STAMFORD MUNICIPAL NURSES ASSOCIATION

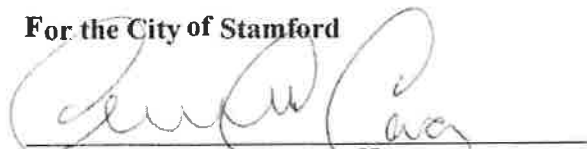
The City of Stamford and the City of Stamford Municipal Nurses Association have reached an agreement on the reopener provision of the collective bargaining agreement effective July 1, 2019. The terms of the successor agreement are as follows:

1. Term: Extend the term of the collective bargaining agreement to June 30, 2023.
2. GWI 7/1/2020 1.25%
1/1/2021 1.25%
7/1/2021 1.25%
1/1/2022 1.25%
7/1/2022 1.25%
1/1/2023 1.25%

The retroactive GWI payments will be paid in a separate paycheck from the regular weekly payroll.

3. COVID Vaccine Stipend: Employees who are fully vaccinated for COVID 19 shall receive a non-pensionable stipend of \$65.
4. COVID Stipend: for those employees who were required to report to their work location on a regular basis during the pandemic and not eligible for working remotely shall receive a non-pensionable stipend of \$100 per month (\$1,200 annualized) from April 2020 to June 2021 for each month or portion thereof worked during that time-period. The stipend shall be paid with the implementation of this Agreement.
5. Second Language Stipend: non-pensionable stipend of \$25 per month to employees who are certified by City in a second language. Paid in arrears at end of each fiscal year. Language(s) that qualify and qualification procedures to be determined by the City. The City may require reasonable requalification. (Presently the 2nd language would be limited to Spanish).

For the City of Stamford


Alfred C. Cava, Director of Human Resources

Date: 11/22/21

City of Stamford Municipal Nurses Association


Dawn Bryson, President

Date: 11/19/21

AGREEMENT Between
THE CITY OF STAMFORD

And

CITY OF STAMFORD MUNICIPAL NURSES ASSOCIATION

1. Wages:

7/1/19: 0%

7/1/20: Reopener to occur in February 2021

Employees who volunteered and were assigned to provide testing services on behalf of the City for COVID-19 up to the date of this Agreement will receive a one-time non-pensionable stipend of \$500.

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 3-123rrr 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.

NOTE:

Dental and vision to remain with City plans

Premium cost share will remain at 17%

3. Duration/no layoff:

The contract will expire on June 30, 2021

The City agrees that it shall not layoff or reduce the hours of any full-time or permanent part time bargaining unit employee employed as of the date of this Agreement. For any employees who have received layoff notices, the City will reinstate those employees to their prior work assignments.

This clause shall terminate June 30, 2021.

**Nurses Tentative Agreement Estimated Wage Cost Summary
7/1/2020 Thru 6/30/2023**

NUR/NHE Estimated Retro Wages (includes all wages)	Estimated Wage Basis (1/2 Year)	% Increase	Fund Balance			Contingency			Future Obligations			Total Commitment		
			Increase 1 (7/1/20 - 12/31/20)	Increase 2 (1/1/21 - 6/30/21)	Medicare and FICA (7.65%) Total Balance	Increase 3 (7/1/21 - 12/31/21)	Increase 4 (1/1/22 - 6/30/22)	Medicare and FICA (7.65%) Total Contingency	Increase 5 (7/1/22 - 12/31/22)	Increase 6 (1/1/23 - 6/30/23)	Medicare and FICA (7.65%) Total Future Obligations			
Increase 1 (7/1/20 - 12/31/20)	1,230,076	1.250%	\$15,376	\$15,376	\$2,353	\$33,104	\$15,376	\$15,376	\$2,353	\$33,104	\$15,376	\$2,353	\$33,104	\$99,313
Increase 2 (1/1/21 - 6/30/21)	1,245,452	1.250%	\$0	\$15,568	\$1,191	\$16,759	\$15,568	\$15,568	\$2,382	\$33,518	\$15,568	\$15,568	\$2,382	\$33,518
Increase 3 (7/1/21 - 12/31/21)	1,261,021	1.250%	\$0	\$0	\$0	\$0	\$15,763	\$15,763	\$2,412	\$33,937	\$15,763	\$15,763	\$2,412	\$33,937
Increase 4 (1/1/22 - 6/30/22)	1,276,783	1.250%	\$0	\$0	\$0	\$0	\$0	\$15,960	\$1,221	\$17,181	\$15,960	\$15,960	\$2,442	\$34,361
Increase 5 (7/1/22 - 12/31/22)	1,292,743	1.250%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,159	\$2,472	\$34,791	\$51,542
Increase 6 (1/1/23 - 6/30/23)	1,308,902	1.250%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,361	\$17,613	\$34,791
			\$15,376	\$30,944	\$3,543	\$49,864	\$46,707	\$62,667	\$8,367	\$117,741	\$78,826	\$95,187	\$13,312	\$187,325