

Stamford Assistant Corporation Counsels Union
Local 1303-191 Council #4 AFSCME

July 1, 2022 – June 30, 2025

Summary of Negotiated Changes

The City and AFSCME Local 1303-191, have reached agreement on a three-year successor collective bargaining agreement to the agreement that expired on June 30, 2022. The bargaining unit includes eight (8) employees (seven (7) full-time and one part-time) in the classification of Assistant Corporation Council.

The agreement includes a 2.5% general wage increase in each year of the agreement which is consistent with other recent settlements in the city and with other surrounding municipalities.

The agreement includes an increase in employee cost share for medical insurance of 2% effective July 1, 2023, to 16% from 14%, and effective July 1, 2024, a 1% increase to 17%.

Below is a summary of the negotiated changes.

Term:	3 years - July 1, 2022, through June 30, 2025	
General Wage Increase ¹ :	July 1, 2022	2.5%
	July 1, 2023	2.5%
	July 1, 2024	2.5%
Sections 2.0/2.1 Checkoff	Revised language to be consistent with the Janus Decision regarding agency shop provisions.	
Section 5.0 Holidays	Added Juneteenth (city-wide cost presented at the time the holiday was adopted by the Board of Representatives)	
Section 6.3 Vacation	Amend vacation carryover language to be consistent with other similar bargaining units to include a 30-day cap for payout at separation from employment.	
Section 10.4 DC Match	Effective July 1, 2023, increase the City match to 5.5% from 4.5%. (Increased cost over term of agreement \$8,313)	
Section 7.11 – 7.13 Sick Leave Bank	Negotiated language to provide structure and process for the administration of the sick leave bank.	
Medical Insurance	Employee cost share increased by 2% to 16% from 14% effective July 1, 2023, and to 17% effective July 1, 2024. (Savings over term of agreement \$8,032)	

¹ See attached cost analysis.

Attorneys Tentative Agreement Estimated Wage Cost Summary

Estimated Retro Wages

	Estimated Wage Basis	% Increase	Contingency			Future Obligation			Grand Total	
			Increase 1 (7/1/22 - 6/30/23)	Medicare and FICA (7.65%)	Total Contingency	Increase 2 (7/1/23 - 6/30/24)	Increase 3 (7/1/24 - 6/30/25)	Medicare and FICA (7.65%)		Total Future Obligation
Increase 1 (7/1/22 - 6/30/23)	1,225,077	2.500%	\$30,627	\$2,343	\$32,970	\$30,627	\$30,627	\$4,686	\$65,940	\$98,910
Increase 2 (7/1/23 - 6/30/24)	1,255,704	2.500%	\$0	\$0	\$0	\$31,393	\$31,393	\$4,803	\$67,588	\$67,588
Increase 3 (7/1/24 - 6/30/25)	1,287,096	2.500%	\$0	\$0	\$0	\$0	\$32,177	\$2,462	\$34,639	\$34,639
Totals			\$30,627	\$2,343	\$32,970	\$62,020	\$94,197	\$11,951	\$168,167	\$201,137