

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

CITY OF STAMFORD

and

STAMFORD ASSISTANT CORPORATION
COUNSELS UNION
LOCAL 1303-191 OF CONNECTICUT COUNCIL #4
AFSCME, AFL-CIO

July 1, 2022-June 30, 2025

AGREEMENT

By and between the City of Stamford (hereinafter referred to as the City) and Stamford Assistant Corporation Counsels Union Local 1303-191 of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the Union):

ARTICLE I **RECOGNITION**

Section 1.0

The City hereby recognizes the Union as the sole and exclusive bargaining agent with respect to wages, hours, and conditions of employment, as certified by the Connecticut State Board of Labor Relations in Decision No. 2173 (1983), of all attorneys employed by the City in the Office of the Corporation Counsel, excluding any attorneys who are supervisors as defined by CGS 7-471 (2), law clerks, interns, and externs.

ARTICLE II **UNION SECURITY**

Section 2.0

- a. The Employer agrees to deduct from the pay of all employees covered by this Agreement, who authorize such deductions from their wages, such membership dues as may be fixed by the Union. The deduction for any month shall be made during the last payroll period of said month and shall be remitted to the Union, together with a list of employees from whose wages such deductions have been made, not later than the fifteenth (15th) day of the following month.
- b. The Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation and execution of this Article.

Section 2.1

The Employer shall provide easily accessible space for the posting of official Union notices in the Law Department offices.

Section 2.2

The Employer shall provide each employee with a copy of this Agreement within sixty (60) days of approval of Agreement by the Board of Representatives. New employees shall receive a copy on or before their first day of work.

Section 2.3

The Secretary-Treasurer shall be notified of all newly hired employees and their respective positions as soon as they have been hired.

ARTICLE III
SENIORITY

Section 3.0

The Employer shall prepare a list of all employees, showing their seniority in length of service with the Employer, and deliver the same to the secretary of the Union on July first of each year. Upon completion of their probationary period, new employees shall be added to the list. The length of service of the employee with the Employer shall determine the seniority of the employee.

Section 3.1

The probationary period will be of sufficient length to enable the appointing authority to observe the employee's ability to perform the duties pertaining to the position. The maximum probationary period shall be one (1) year.

Section 3.2

Layoffs shall be made in order of seniority beginning with the least senior employee. Any employee so laid off shall be placed on the reemployment list for a period of one (1) year and shall be rehired in the event of a vacancy in the reverse order to the layoff.

ARTICLE IV
HOURS OF WORK

Section 4.0

The position of Assistant Corporation Counsel shall be treated as an exempt professional position under state and federal law and, therefore, salaried. The normal hours of operation in the Office of Legal Affairs, Law Department, are 8:30 a.m. to 4:30 p.m., Monday through Friday.

Employees may request an alternative work schedule according to the terms of the Alternative Work Schedule Policy and Procedures, as such policy and procedures may be amended at the discretion of the City.

ARTICLE V
HOLIDAYS

Section 5.0

The following shall be paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Eve at 12 noon
Fourth of July	Christmas Day

Employees shall have the ability, with the approval of the Corporation Counsel, to workup to three (3) of these designated holidays: MLK Day, President's Day, Good Friday, Columbus Day, and Veteran's Day. In return for working, the individual will be permitted to "float" the holiday.

Section 5.1

Holidays falling on a Saturday shall be celebrated on the preceding day. Holidays falling on a Sunday shall be celebrated on the following Monday.

Section 5.2

Whenever the Mayor of Stamford or the Board of Representatives declares a day as a holiday, commemorative day, or a day of mourning, it shall be a day off with full pay for the employees covered by this Agreement.

ARTICLE VI
VACATIONS

Section 6.0

Employees shall earn vacation at the rate of five (5) days per three (3) months of service to a maximum of twenty (20) days per year until their twentieth (20th) year of service, and thereafter, they shall earn one (1) additional day per year for each year of service to a maximum of twenty-five (25) days of vacation. No probationary employee shall be eligible for the use of vacation until the end of the sixth (6th) month of employment.

Section 6.1

Vacations shall be granted at the time requested by the employee with the approval of the department head. If the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority within the job classification in the department shall be given his/her choice of vacation period in the

event of any conflict over vacation period.

Section 6.2

If a holiday occurs during the calendar week in which a vacation is taken by an employee, the employee will not be required to use a vacation day on the day of the holiday.

Section 6.3

An employee shall be allowed to carryover up to forty-five (45) days of earned vacation leave from one fiscal year to the following fiscal year. Vacation days accrued in excess of forty-five (45) will be forfeited. At separation of employment, an employee is only eligible to receive a payout of a maximum of thirty (30) vacation days.

ARTICLE VII LEAVE PROVISIONS

Section 7.0

- a. Each employee will be credited with one and one quarter (1-1/4) days of sick leave per month from the date of hire. Sick leave, if unused, may be accumulated to a maximum of one hundred fifty (150) days. Upon retirement, an employee shall receive payment for one-half (1/2) the total accumulated sick leave on the basis of current wages. In the event of an employee's death his/her estate shall receive the payment equal to 100% of the remaining accrued sick leave, excluding any accrued leave related to a sick bank allocation. This payment shall be made as soon as practicable after the City receives a certified copy of the employee's death certificate.
- b. An employee may use up to five (5) days per year of accumulated sick leave for time off as a result of illness in the employee's family.
- c. Employees hired after July 1, 2006, will receive fifteen (15) sick days per year, three (3) of which will go into a sick leave bank and once an employee has contributed a maximum of thirty (30) days to the bank, all fifteen (15) days or part thereof shall be credited to the employee for that year.

Section 7.1

Employees are entitled to up to five (5) consecutive working days funeral leave with pay from the day of death of a spouse, parent, child, grandparent, grandchild, brother, or sister, and three (3) consecutive working days funeral leave with pay from the day of the death of a mother-in-law, father-in-law, brother-in-law, or sister-in-law. At the discretion of the department head, where unusual circumstances and equity dictate, one (1) working day maybe granted with pay in the event of the death of any other relative not described in this section in order to attend the funeral of that person.

Section 7.2

Employees shall be entitled to full pay at the current base rate for absence due to jury duty provided that reimbursement for same and regular pay together does not exceed the employee's regular wage. The employee shall give adequate notice to jury call so that an appeal to be excused from jury duty can be made.

Section 7.3

Injury Leave: Injury Leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident or injury that occurred while the employee was engaged in the performance of his/her duties. Employees are covered by Worker's Compensation Act and are paid stated amounts due to injuries sustained on the job. The Employer, in case of injury leave, shall supplement the payment of the statutory payment so that the employee will receive his/her net pay during the absence up to a maximum of sixty (60) days.

Section 7.4

An employee, who is a member of the reserve corps of any branch of the armed forces of the United States, as defined by section 27-103 of the Connecticut General Statutes, shall be entitled to be absent from his or her duties or services while engaged in required field training in such reserve corps. The period of paid absence in any calendar year shall not exceed fifteen (15) working days. During these fifteen (15) working days, employees shall receive full pay from the City.

Notwithstanding the foregoing, the parties agree that the terms and conditions of the Memorandum of Understanding between the parties dated April 8, 2003, annexed hereto as Exhibit III, regarding individuals who are called to active duty in the United States armed forces as part of a military mobilization against terrorism shall prevail with respect to any member of the bargaining unit so called to active duty.

Section 7.5

A permanent employee, upon proper application in writing to, and upon written approval by the department head, may obtain a continuous leave of absence without pay for a period not to exceed three (3) months. At the expiration of such leave, the employee shall be reinstated in the service without loss of any of his/her rights, unless the position is no longer available due to a budgetary reduction in staff. Failure on the part of an employee to report promptly at the expiration of the leave of absence, except for satisfactory reasons submitted in advance, shall be a cause for dismissal. Leave of absence without pay, however, will not be granted until after all the employee's annual leave has been exhausted and if leave is granted on account of sickness, until all his/her accumulative sick leave has been exhausted. No annual leave or sick leave may be accumulated during a leave of absence without pay. Extensions of leave for additional three (3) month periods may be granted by the Director of Human Resources, but in no case shall the total period of time exceed two (2) years.

Section 7.6

Employees entering the military service of the United States shall be entitled to indefinite leave without pay.

Section 7.7

No employee shall lose any seniority standing because of any military service, including service in the National Guard, and drilling Reservists in pay status.

Section 7.8

Not more than two (2) Union Officials shall be allowed the required time without loss of pay to attend official Union conventions and conferences. The maximum time per year shall be limited to three (3) days.

Section 7.9

In consideration for consolidating Washington and Lincoln's Birthdays into President's Day, employees hired prior to July 1, 2008, will receive an additional personal leave day, bringing the total to four (4) per year.

All employees hired after July 1, 2008, will receive three (3) personal days per year.

Section 7.10

Any employee will be given time off with pay in order to attend a seminar, training session or the like which is in connection with his/her City position when the attendance has been authorized by his/her department head. Should the employee use his/her own automobile for this purpose outside of the City of Stamford, the City will reimburse him/her at the IRS rate per mile, plus toll fees, hotel charges and meals. If the employee travels by other means, he/she shall be reimbursed for the cost of the fare. The Employer may require reasonable documentation prior to reimbursement.

Section 7.11

A "sick leave bank" is established to be used to provide additional paid sick leave for extreme hardship cases due to personal illness and/or personal injury and are not intended for casual use or accepted work-related absences. Separate and apart from the contributions made to the sick leave bank under section 7.0 (c), an employee may contribute two (2) days of sick leave to the bank on July 1 of any given fiscal year and such days contributed by an employee shall be deducted from his/her accumulation of sick leave. Only employees who contribute to the bank on July 1 are eligible to participate in that fiscal year. Unused sick leave balances in the bank shall carryover from year to year.

Section 7.12

A Sick Leave Bank Committee (SLBC) shall be established consisting of two (2) persons designated by the Union and two (2) persons designated by the City. The SLBC shall develop procedures for accounting for sick leave credits and debits and applying and granting of sick leave from the bank.

The SLBC shall: (1) require a doctor's certificate regarding the sickness; (2) limit to thirty (30) the number of days granted to any employee in any given fiscal year; (3) consider the seriousness, nature and projected duration of the illness or disability involved; and (4) consider the applicant's prior record of sick leave use. The granting of any sick leave days shall be by majority vote of the SLBC members, and such vote shall be final.

Section 7.13

An employee who has exhausted his or her sick leave may apply, in writing, to the SLBC for a grant of sick leave from the sick leave bank. The number of days granted shall be determined by the SLBC but not in excess of the sick leave balance in the bank.

Section 7.14

The City shall allow employees to cash out up to ten (10) sick leave days at the end of each fiscal year, and such cash out would be non-pensionable.

ARTICLE VIII
WAGES

Section 8.0

All salaries for employees covered by this Agreement are set forth in Exhibit II hereof.

- a. Effective and retroactive to July 1, 2022, the pay rates in effect on June 30, 2022, shall be increased by two and one-half percent (2.5%).
- b. Effective July 1, 2023, the pay rates in effect on June 30, 2023, shall be increased by two and one-half percent (2.5%).
- c. Effective July 1, 2024, the pay rates in effect on June 30, 2024, shall be increased by two and one-half percent (2.5%).

Employees who are on active pay status on the date of the execution of the Agreement and each subsequent effective date of increase shall be eligible for wage increases and retroactive payments. Those employees on authorized leaves of absences without pay on either the execution date or a subsequent date of increase shall receive increases or retroactive payments within 30 days of the employee's return to active pay status.

Section 8.1

Each July 1 employees shall advance one (1) step until the highest step is attained.

Section 8.2

The annual salary for part-time Assistant Corporation Counsels shall be two-thirds (2/3)

of the full time Assistant Corporation Counsel's salary.

Section 8.3

Each employee shall receive longevity pay in accordance with the following:

After 10th Anniversary	\$350
After 15th Anniversary	\$450
After 20th Anniversary	\$550
After 25th Anniversary	\$650

Payment of longevity, as the case may be, shall be made in one (1) payment each year, during the month of December, and such amounts shall not be added to the employee's annual salary. Longevity shall count towards the employee's pension in calculating base salary. Pro rata payments shall be made upon termination.

Section 8.4

If the employee is required to use his/her personal vehicle to travel out of Stamford on city business, he/she shall be compensated at the rate per mile as determined by the Internal Revenue Service (commonly referred to as the "IRS Rate"), plus toll fees and parking fees. The City may require reasonable documentation prior to reimbursement.

Section 8.5

All employees shall have mandatory electronic deposit of their paychecks. Pay advice shall be available to employees electronically and paper pay advice will be discontinued. However, no employee shall be denied the right to receive paper pay advice unless the City is able to provide computer access to an electronic statement at that employee's workplace.

ARTICLE IX
DISCIPLINARY PROCEDURES

Section 9.0

All disciplinary action shall be applied in a fair manner and shall not be inconsistent with the infraction for which the disciplinary action is being applied.

Section 9.1

Disciplinary action shall normally include:

- a) oral warning
- b) written warning
- c) suspension without pay
- d) discharge

Section 9.2

All suspensions and discharges must be in writing with reason given and a copy given to the employee at the time of suspension or discharge.

ARTICLE X
INSURANCE AND PENSION

Section 10.0 - Health Insurance

The City agrees to provide medical benefits for each eligible individual employed under the terms of this collective bargaining agreement, along with their enrolled eligible dependents, in the State Partnership Plan 2.0.

In the event any of the following occur, the City or 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:

If the SPP in its current form is no longer available; or if the benefit plan design or benefits of the current SPP is modified as a result of a change in law or 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

If Conn. Gen. Stat. Section 3-123m et seq. is amended, or if there are any changes to the administration of the current 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

In any negotiations triggered under the above as well as negotiations for a successor to this collective bargaining agreement, 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. In addition, the arbitrators shall consider the High Deductible Health Plan as set forth above in section 1 (a) to be the baseline for such negotiations.

The current SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the current 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.

Section 10.1 - Dental and Vision

The City will provide a PPO dental plan as outlined in Exhibit I.

The City shall provide a for an optical plan as outlined in Exhibit I.

Section 10.2 - Life Insurance

The City will provide each employee with a term life insurance policy in an amount equal to one hundred thousand dollars(\$100,000), at no cost to the employee.

The City will provide and pay for a life insurance policy in the face amount of six thousand dollars (\$6,000) for each employee hired prior to July 1, 2006, and who hereafter retires from the City. Employees hired subsequent to July 1, 2006, are noteligible for the \$6000 life insurance benefit upon retirement.

Section 10.3 - Retiree Insurance

A. Retiree Benefits

- i. Pre-Age Sixty- Five (65): The City will make available the same insurance plan applicable to active employees, providing for hospital and medical benefits, but not including dental or optical, to employees who retire, with a pension from the City of Stamford Classified Employee's Retirement Fund.
- ii. Upon an employee's Medicare eligibility, the City will have the option to either maintain a traditional secondary health insurance plan or move to a traditional supplemental plan such as Plan F with a prescription rider provided that the benefits are equivalent, not including dental or optical, as outlined in the Summary Plan Description. The City maintains the option to switch back at any time without bargaining.
- iii. Employees hired after August 5, 2013, shall not be entitled to supplemental Medicare coverage from the City of Stamford.

B. Retiree Costs

- i. Cost to age 65: Employees eligible for Retirement on or before June 30, 2014, shall pay 33% of the cost of the pre-age-65-retiree health plan. Employees

eligible for Retirement after June 30, 2014, shall pay 50% of the cost of the pre-age 65-retiree health plan.

- ii. Cost Post 65: Employees eligible for Retirement on or before June 30, 2014, shall pay 33% of the cost of the post-age-65 Medicare supplement plan or secondary health insurance plan. Employees eligible for retirement after June 30, 2014, shall pay 50% of the cost of the post-age-65 Medicare supplement plan or secondary health insurance plan.
- iii. Each employee who retires and when sixty-five (65) years of age or older, shall receive premium reimbursement for coverage paid for under Medicare Part B.

Section 10.4 - Pension Benefits

- a. Each employee hired prior to the ratification of this Agreement on August 5, 2013, or is promoted into the Union from another bargaining unit and was a participant in the City of Stamford Classified Employees Retirement Fund ("CERF") shall be and remain covered by the CERF, as described in Section C-7-30-1 through 11 of the Charter of the City of Stamford, as amended and revised, and as modified by the terms of this and previous collective bargaining agreements between the City and the Union.
- b. Each employee hired after ratification August 5, 2013, shall not become members of the CERF, but shall be eligible to contribute to a 457 deferred compensation plan. The City shall match fifty percent (50%) of the employee's contribution by way of a contribution to a 401(a) money purchase plan. The City's contribution shall not exceed four and one-half percent (4.5%) of the employee's annual wages. Effective July 1, 2023, the City's contribution shall not exceed five and one-half percent (5.5%) of the employee's annual wages.
- c. All City employees participating in the CERF plan, regardless of years of service, shall make pension contributions, except those exempt from such contributions as of August 5, 2013. The cost of actuarial and associated administrative expenses for the CERF will be paid for by the Plan.
- d. The provisions of the classified pension fund as provided by Article X of this agreement will be modified to provide for non-work related disability pension eligibility for individuals with ten (10) or more years of continuous service.
- e. An employee will be eligible for a disability pension provided he/she submits evidence satisfactory to the CERF Trustees that he/she has become totally and permanently disabled from performing the job duties and functions outlined in the classification's job description.
- f. The Normal Retirement Date for employees covered by this agreement shall be age sixty (60) with at least ten (10) years continuous service to the City, or age fifty-eight (58) with at least fifteen (15) years continuous service to the City.

- g. The penalty for early retirement under the CERF for employees covered by this agreement shall be reduced from the current fifty-five one hundredths (.55) of one (1) percent per month to twenty-five one hundredths (.25) of one percent per month, for the first thirty-six (36) months prior to the normal retirement date. Any time beyond the first thirty-six (36) months, shall be reduced by the current fifty-five one hundredths (.55) of one (1) percent per month.
- h. The CERF plan is amended to provide that the definition of "base annual salary" will be the average of the highest three (3) of the last ten (10) years base annual salary as of the date of his/her retirement.
- i. Employees will be considered fully vested in their benefits after completion of five (5) years of credited service.
- j. Provided the requirements under Section 414(h) of the I.R.C. are met, the City will "pick-up" contributions in accordance with a 414(h) I.R.C. plan that will enable employees to have pension contributions deducted on a pre-tax basis. Employees will contribute the following amounts to the pension plan:

Effective July 1, 2013, five percent (5%); and effective July 25, 2019, six percent (6%).
- k. Effective July 1, 2001, the City will contribute to the CERF the amount actuarially necessary to fund the plan.
- l. For an active member who, subsequent to January 1, 1996, has twenty-five (25) or more years of credited service, and thereafter dies from a non-service related cause, will have his/her spouse (if the spouse is the beneficiary) receive a death benefit calculated as if the member was eligible to retire as specified in Section C7-30-6(d) of the City Charter (which includes any applicable early retirement reductions), and as further amended through subsequent collective bargaining agreements. Payments under this provision will commence effective July 1, 1997.
- m. The parties agree that the pension trust document will accurately reflect the pension benefits of the Classified Employees Retirement Fund, with respect to the employees covered by this agreement. It is not the intention of the parties to change, alter or amend the pension benefits of the CERF plan as set forth in appropriate documents and described in the Charter of the City of Stamford, as amended, and revised, other appropriate documents, and collective bargaining agreements between the City and the Union.
- n. Nothing in the Collective Bargaining Agreement shall limit the Superior Court of the State of Connecticut's authority to revoke or reduce an employee's or former employee's pension pursuant to C.G.S. § 1-110, *et. al.*
- o. At the conclusion of each fiscal year, the City shall place the amount of seven thousand dollars (\$7,000.00) for each bargaining unit attorney hired on or before January 1, 2018, into a section 401 a account.

Section 10.5 - Employee Assistance Program

The City shall establish and maintain an Employee Assistance Program (EAP). The provisions of the current program regarding confidentiality shall be maintained.

Section 10.6 - Waiver of Medical, Dental and Vision Benefits

An employee who is eligible for health benefits provided by the City and where such benefits are extended to his/her spouse and/or child(ren), the employee may voluntarily elect, subject to Section 125 of the Internal Revenue Code, to waive all medical/dental/vision benefits, and in lieu thereof, be remunerated an annual amount of three thousand dollars (\$3,000), provided the employee has notified the Benefit Manager's Office during the enrollment period. In order to be eligible for this annual payment, the employee must provide evidence of similar coverage under another group health benefit program which is not obtained through the City of Stamford or Stamford Board of Education group health benefit program(s). If an eligible employee has waived his/her insurance benefits the previous year and does not notify the Benefit Manager's Office of his/her selection for the coming fiscal year, the waiver will remain in effect. Payment for the waiver will be made in two (2) equal installments, six (6) months apart (January and July).

An eligible employee choosing this option shall be able to rescind such option during the annual open enrollment window period, or as a result of a change in "family status". A change in "family status" results from the eligible employee's marriage, divorce, birth or adoption of a child, death of a spouse or child, or the loss of other health benefit coverage. An employee wishing to change this waiver option must give the Benefit Manager's Office at least fifteen (15) days advance written notice. If such option is rescinded, all prior rescinded coverage will become effective at the beginning of the month following the written notice to reinstate such coverage. An eligible employee who reinstates health benefits during the medical plan year must reimburse the City the money received for waiving such insurance coverage. In lieu of a lump sum re-payment, an employee may elect to reimburse the City in weekly installments through payroll deduction, over a six (6) month period.

Section 10.7 - Employee Contributions

a. Employees shall contribute, pursuant to Internal Revenue Code Section 125, on a pre-tax payroll deduction basis fourteen percent (14%) of the premium equivalent rate for the medical, dental, vision and prescription drug benefits as described above which are in effect at that time. Effective July 1, 2023, the employee contribution shall increase to 16%, effective July 1, 2024, to 17%. It is presumed that as a member of the bargaining unit, individual payroll deduction authorizations are not required due to their representation by the Union and the mandatory requirement of the employee to be eligible for medical, dental and vision benefits. The Union agrees that the third-party administrator consistent with its methodology for calculating such rates shall establish the premium rate equivalent. The Union shall be notified in advance of any changes in premium rate.

Section 10.8 - Administration of Benefits

The City will provide the medical, dental, vision and/or prescription drug benefits as set forth in this agreement through a properly licensed insurance company in the state of Connecticut, or through an alternative self-insured arrangement. If benefits are self-insured by the City, employees shall have all claims adjudicated in conformance with applicable confidentiality standards, along with the same internal rights of appeal extended by the service provider as if the benefits were insured. In no event shall the coverages and benefits provided through an alternative insurance carrier, managed care vendor, either self-insured or self-administered will be less than the benefits and coverages as set forth in Exhibit I. The size and scope of a preferred provider network of physicians, hospitals, dentists, optometrists, etc. shall not be a factor in determining the duplication of benefits by an insurance carrier or managed care vendor. It is agreed that an alternative insurance carrier or managed care vendor can be selected by the City provided that the new insurance carrier or managed care vendor network includes seventy(70%) percent of the hospitals and physicians in Fairfield County of the original preferred provider network of hospitals and physicians. The City retains the sole and exclusive right to select and/or change insurance carriers or managed care vendors. The City shall review any proposed changes with the Union prior to implementation, and if there is a disagreement on the level of benefits, coverages or services provided with the proposed insurance carrier and/or managed care provider, the Union may submit the issue to binding arbitration.

Section 10.9 - Flexible Spending Accounts

The City shall make available under IRS Section 125, a pre-tax Medical Reimbursement Account, Dependent Care Reimbursement Account (up to a maximum of \$5,000 per year, or as allowed by the Internal Revenue Code) and pre-tax employee health insurance premiums to the extent allowed by law.

ARTICLE XI **WORKING RULES, UNION ACTIVITY**

Section 11.0

In the event that a dispute arises between the parties that is not specifically covered in this Agreement, both parties may agree to submit the dispute to arbitration in the manner set forth in Section 12.2 - Step 3 of this Agreement.

Section 11.1

Time off with pay shall be granted to up to two (2) employees for purposes of negotiations with the Employer.

Section 11.2

If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof, or provision herein shall become inoperative or fail by reason of invalidity of any other portion or provision and the parties do hereby declare that it would be severally approved of and adopted the provisions contained herein, separately and apart from the other.

Section 11.3

The Department's current policies concerning educational reimbursement shall continue. Pursuant to Practice Book § 2-27A, attorneys are required to complete, in each calendar year, no less than twelve credit hours of appropriate continuing legal education ("CLE"), at least two hours of which shall be in ethics/professionalism. Attorneys covered by this Agreement shall have the responsibility to fulfill their CLE obligation on their own, and attorneys will not be required to use accrued leave to attend CLE programs. The Union and the City will work collaboratively on in-house CLE programs and opportunities to allow attorneys to earn CLE credit. In addition, the City can recommend specific CLE programs to be taken.

Attorneys shall use all reasonable efforts to find CLE programs that do not involve a cost to the City but may submit requests for programs that involve a cost subject to the approval of the Corporation Counsel. If an employee must travel for a CLE program, the City will reimburse for mileage at the applicable City rate. The City shall create an item in CityLaw Time Records to allow attorneys to record their time spent in CLE programs.

The Corporation Counsel may direct that attorneys attend as many as four (4) hours of the required CLE based on the needs of the Law Department and the City.

Section 11.4

The City shall reimburse each full-time employee for any Connecticut Occupational taxes paid by the employee that are related to the practice of law.

Section 11.5

The City shall reimburse full time employees for membership dues for the Connecticut Bar Association, the Stamford/Darien Bar Association, and the Association of Municipal Attorneys.

Section 11.6

The City shall continue to provide the voluntary tax deferred annuity program for employees which is currently in effect. Deferred income shall be deducted from the salaries of the employee participants.

Section 11.7

The City will abide by the Statutes of the State of Connecticut regarding its obligation to defend and save harmless its employees.

Section 11.8

The City recognizes and acknowledges that all Assistant Corporation Counsel positions, and any other position in the bargaining unit however and whenever created, are in the classified civil service of the City of Stamford.

ARTICLE XII
GRIEVANCE PROCEDURE

Section 12.0

In the event that any employee shall be disciplined, suspended, discharged or reduced in grade and the employee feels that such action was taken without just cause; or, in the event a dispute shall arise concerning the interpretation of performance of this contract, an employee or his/her Union Representative may attempt to adjust the matter with the Director of Legal Affairs within ten (10) working days after the action was taken or the dispute arose. Within five (5) working days after the Director of Legal Affairs receives such grievance, he/she shall arrange to meet with the affected employee or his Union Representative.

Section 12.1

If within ten (10) working days after such meeting, the matter has not been resolved, the Union Representative may present the grievance, in writing to the Director of Human Resources or his/her designated representative, who shall arrange a meeting within ten (10) working days of receipt of the grievance.

Section 12.2

If within ten (10) working days after such meeting, the matter has not been resolved, the Union Representative may petition the State Board of Mediation and Arbitration for arbitration. The Board shall hear and act upon the matter in accordance with its rules and regulations and the decision of the Board shall be final and binding on all parties. The arbitrators may not add to or subtract from the contract, but their decisions shall be based solely on the terms of the contract.

Section 12.3

The procedures contained in this Article XII shall be the sole and exclusive procedures for settling disputes or appealing from disciplinary action, suspensions, discharges, or

demotions. Nothing herein shall diminish the statutory right of the Union or individual employees.

Section 12.4

The time limits described in this section may be waived by agreement of the parties to this Agreement.

Section 12.5

The grievant shall be granted time off with full pay for grievance hearings at Step 1 of the grievance procedure. The grievant shall be granted time off with full pay for grievance hearings at all subsequent steps if the grievance is not settled at Step 1.

ARTICLE XIII
MISCELLANEOUS PROVISIONS

Section 13.0

Family and medical leave requests shall be governed in accordance with the federal Family and Medical Leave Act. The City is not responsible for providing health insurance benefits beyond that required by law. Employees requesting leave, under the FMLA, for medical purposes (their own or a family member designated under the FMLA), or for the birth/adoption of a child, must use all accrued paid leave time (vacation, sick and personal) prior to receiving leave without pay. However, an employee must substitute paid sick, vacation and personal leave only for FMLA qualified medical leave request for themselves. An employee must substitute paid vacation and personal leave for medical leave. Other than their own, or family leave requests. Such paid leave time shall be counted towards the twelve (12) weeks allowed under the FMLA.

Section 13.1

The Director of Legal Affairs may assign bargaining unit work to parties and/or attorneys outside of the bargaining unit, provided that such assignment of work outside of the unit shall not be the basis for reducing the size of the unit. Further, the Director of Legal Affairs shall assign work in accordance with the Rules of Professional Conduct and the Charter and Code of Ordinances of the City of Stamford.

ARTICLE XIV
DURATION

This Agreement shall be in full force and effect as of the date of execution or the issuance of the award of the arbitrators, as the case may be, and shall remain in effect until the thirtieth day of June 2025, or any extension thereof. Negotiations for a successor agreement shall begin upon demand by either party on or after the first day of January immediately preceding the expiration date of this Agreement.

IN WITNESS WHEREOF, the parties set their hands on this 1st day of May of 2023

FOR THE CITY OF STAMFORD

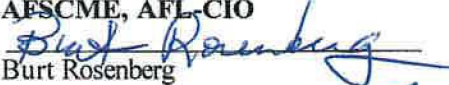


Mayor Caroline Simmons

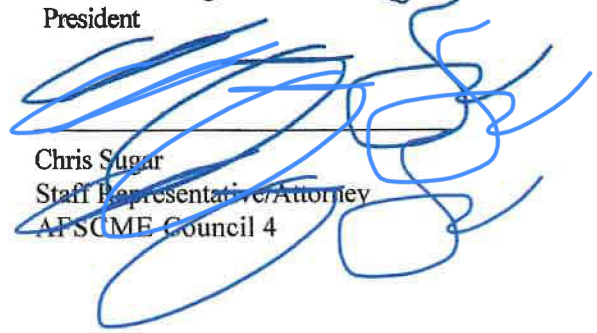


Alfred C. Cava
Director of Human Resources

**LOCAL 1303-191 OF
CONNECTICUT COUNCIL #4,
AFSCME, AFL-CIO**



Burt Rosenberg
President



Chris Sugar
Staff Representative/Attorney
AFSCME Council 4

EXHIBIT I

The City will provide a PPO dental plan as follows:

DELTA DENTAL

City of Stamford - SPA
Group #4529 - 0003
Delta Dental PPOSM plus Premier
Effective November 1, 2016

Calendar Year Deductible	
• Per Person	\$50
• Family Aggregate Maximum	\$100
	Plan Pays:
Preventive & Diagnostic (No Deductible)	100%
• Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person)	
• Fluoride Treatment (For children to age 19)	
Remaining Basic (After Deductible)	80%
• Fillings, Extractions, Root Canals (Endodontics)	
• Periodontal, Oral Surgery	
• Repair of Dentures	
• Sealants (To age 14)	
Crowns & Prosthodontics (After Deductible)	75%
• Crowns, Gold Restorations	
• Bridgework, Full & Partial Dentures	
• Implants	
Calendar Year Maximum (Per Person)	\$2,000
Orthodontia (Dependent Children Only)	
• Coinsurance	50%
• Lifetime Maximum	\$2,500

Dependent children are covered to age 26.

Delta Dental has two networks available under this plan. The Delta Dental Premier® network is the largest of the Delta Dental networks with over 368,000 participating dentist offices nationally (80%+). Delta Dental PPOSM is a smaller, but more discounted network with over 293,000 participating dentist offices nationwide. Delta Dental PPOSM fees are on average 20% less than Delta Dental Premier®. You may use any fully licensed dentist under this plan, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level.

Participating dentists will be paid directly by Delta Dental for covered services. Non-participating dentists will bill you directly, and Delta Dental will make claim payment directly to you. You will maximize benefits and reduce paperwork by using a Delta Dental participating dentist.

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by calling 1-800 DELTA OK {1-800-335- 8265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at deltadentalnj.com to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under this program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

Claim questions and other information needs should be directed to Delta Dental's customer service department at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. In CT, Delta Dental Insurance Company writes dental coverage on an insured basis and Delta Dental of New Jersey administers self-funded dental benefit programs. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.

OPTICAL PLAN

The City shall provide and pay for an optical plan, which covers in network eye examinations, eyeglasses, and contact lenses at no cost to employees and his/her enrolled dependents, subject to the terms and conditions of the Plan. For out of network, the plan will reimburse the following amounts annually for the employee and his/her enrolled dependents:

\$ 62.50	for eye exams
\$125.00	for eyeglass frames
\$ 55.00	for single lenses
\$ 90.00	for bifocal lenses
\$125.00	for progressive lenses
\$135.00	for trifocal lenses
\$225.00	for contact lenses (when medically prescribed)

EXHIBIT II

ASSISTANT CORPORATION COUNSEL SALARY SCHEDULE

Step	7/1/2022 2.5% GWI	7/1/2023 2.5% GWI	7/1/2024 2.5% GWI
A	\$125,442	\$128,578	\$131,793
B	\$131,627	\$134,917	\$138,290
C	\$137,809	\$141,255	\$144,786
D	\$143,990	\$147,589	\$151,279
E	\$150,174	\$153,928	\$157,777
F	\$156,356	\$160,265	\$164,271
G	\$162,533	\$166,597	\$170,762
H	\$169,037	\$173,263	\$177,595

EXHIBIT III

Memorandum of Understanding

The parties to this memorandum, the City of Stamford (hereinafter the "City"), the Stamford Police Association (SPA); Local #786 of the International Association of Fire Fighters; Local #2377 of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW); Locals #465 (Nurses), #1303-273 (Hygienists), #1303-191 (City Attorneys), and #2657 (Supervisors) of the American Federation of State, County and Municipal Employees, AFSCME Council #4; Local #145 of the International Brotherhood of Teamsters; the Stamford Board of Education Employees Association (SBOEEA) and New England Healthcare Employees Union, District 1199 (hereinafter referred to collectively as the "Unions"), all hereby agree as follows:

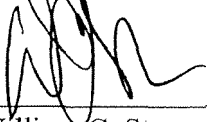
In support of individuals who are being called to active duty in the United States armed forces as part of a military mobilization in the battle against terrorism, the City of Stamford and its Unions agree as follows, to supplement the benefits listed in the November 7, 2001 memorandum from the Human Resources Division (attached):

1. This memorandum of understanding is valid to the extent that it does not conflict with federal or state laws. In the event of such conflict, the state and/or federal statute shall supercede this memorandum,
2. Employees may, at their option, utilize paid accrued leave (except sick leave) after receiving military leave under their collective bargaining agreement, and prior to initiating section 3 below.
3. The employee will receive the difference between the compensation for military service and his or her regular base pay as an employee of the City. Base pay shall include longevity and education differentials (when they are part of the base hourly rate), but will not include shift differential, overtime or any other compensation. Employees will continue to receive annual lump-sum longevity and/or education payments in December. In the event that the employee's military pay exceeds his/her base pay with the City, no supplement will be made.
4. The employee must provide proper documentation that he/she has been called to active duty and the amount of military pay he/she receives to the Human Resources Division.
5. The City will continue to provide medical, prescription, dental and vision benefits pursuant to the terms and conditions outlined in the employee's collective bargaining agreement, with no premium cost share for the employee.
6. The employee will be permitted to buy back pension credit upon his/her return.
7. Upon discharge from active duty, the employee shall be subject to the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994.

Date: APRIL 8, 2003

FOR THE CITY OF STAMFORD

Mayor



William C. Stover

FOR THE UNIONS

Joseph M. Kennedy
For the Stamford Police Association



For IAFF Local #786

s/s

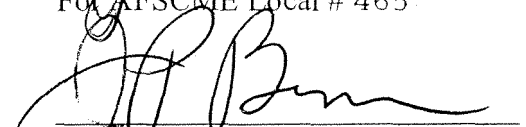
UAW

Zant Rosenburg
For AFSCME Local #113

s/s

For AFSCME Local # 1303-231

Jan Urata RN
For AFSCME Local # 465



For NEHCEU District 1199