



TENTATIVE AGREEMENT  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE CITY OF HARTFORD  
AND  
LOCAL 1716, COUNCIL 4, AFSCME

1. Duration (Update language in Article XVII to reflect the following):  
6 years (July 1, 2015 – June 30, 2021)

2. Wages (Update language in Section 7.0 and Appendix F to reflect the following):  
GWI's:

FY 2015-16 – 0% GWI	FY 2018-19 – 2 % GWI effective first Sunday following 7/1/18
FY 2016-17 – 0% GWI	FY 2019-20 – 2 % GWI effective first Sunday following 7/1/19
FY 2017-18 – 0% GWI	FY 2020-21 – 0% GWI

3. Healthcare (Update language in Section 14.10 and Insurance Appendix to reflect the following):

a. Plan Design:

i. Effective July 1, 2018, the current PPO plan will be replaced with a High Deductible Health Plan with a Health Savings Account as described below.

Component	In Network	Out of Network
Deductible	\$2,000/\$4,000	\$4,000/\$8,000
Co-Insurance	100%	70%
OOP Max	\$3,000 / \$6,000	Federal OOP Max
RX (deductible)*	\$5/\$20/\$40 2x mail order Mandatory Mail Order Under State Maintenance Drug Network	\$5/\$20/\$40 2x mail order Mandatory Mail Order Under State Maintenance Drug Network
Formulary	If City moves to standard CVS formulary, Local 1716 agrees to it without challenge.	
HSA Funding**	50%	50% of In-Network Deductible

\*RX is treated like any other service until deductible is met. Above the deductible, RX copays are as stated and must be paid until OOP Max is reached.

\*\*Funding of the employer HSA contribution in Fiscal Year 2018-19 will be as follows: 50% of the employer contribution in July 2018, 25% January 2019 and 25% April 2019. Thereafter, the employer HSA contribution will be paid on a quarterly basis.

ii. PPO true buy-up option for current members only: Employee contribution will make up the difference between the cost to the City of the HDHP and the PPO, as may change in each plan year. The option to buy-up will sunset on June 30, 2021.

b. Employee Contributions:

Medical –

July 1, 2017:	Remains at 12%
July 1, 2018:	13%
July 1, 2019:	14%
July 1, 2020:	15%

Dental – Effective July 1, 2017, employees contribute the same percentage as for medical. In addition, all employees & eligible dependents receive Rider A (additional basic dental), Rider B (prosthodontics), Rider C (periodontics) and Rider D (orthodontics, only to age 19).

c. Healthy Hartford Program. The City will implement the Healthy Hartford Program which will be modeled after the State Plan. Employees and eligible dependents shall have until June 30, 2018

to become compliant with all age appropriate health and dental assessments and screenings. Effective July 1, 2018, non-compliance will result in an additional one hundred (\$100.00) per month supplemental charge until the month following compliance.

- d. Members may waive receipt of City-provided health insurance to the extent allowed by law, but will receive no compensation, stipend or other consideration for said waiver.

4. Run-Out (Update language in Section 10.01 to reflect the following):

Effective upon the approval of the 2015-2021 Agreement, eliminate run-out of accrued vacation leave in its entirety.

5. Retiree Health Insurance (Update Section 14.10 to reflect the following changes for retirees and survivors):

a. Current Employees who retire on or after the approval date of the 2015-2021 Agreement:

- The health insurance plan coverage will be the same as active employees as it changes through negotiations. There will no employer contribution to the HSA.
- Retirees shall not be allowed to purchase or otherwise remain on the City's health insurance plan once the retiree or his or her eligible spouse (married at time of retirement) reaches age 65, except as provided under federal law. Any eligible dependents may continue to receive City health insurance as provided under the contract until they reach max eligibility.

b. New Hires:

Employees hired into the bargaining unit on or after the approval date of the 2015-2021 Agreement shall not be allowed to purchase or otherwise remain on city-provided health insurance upon retirement, except as provided under federal law.

6. Sick Leave Payout (Update Section 10.05 to reflect the following):

Effective upon the approval of the 2015-2021 Agreement, the maximum accrual of unused sick leave will be capped at 120 days; payout, at retirement only, is 50% or 40 days, whichever is less.

7. FMLA (Add new language to reflect the following):

Effective upon the approval of the 2015-2021 Agreement, family and medical leave will be provided in accordance with federal law only. Family and Medical leave will not run concurrently with workers' compensation absences.

8. Overtime (Update Section 7.05 to reflect the following):

- Effective upon the approval of the 2015-2021 Agreement, sick leave does not count toward hours worked for purposes of overtime.
- Eliminate Section 7.05, Paragraph 3 (regarding premium overtime for work performed before or after any scheduled work shift regardless of the number of hours worked) in its entirety.
- Update language of Section 7.05, Paragraph 7 consistent with the following: effective upon the approval of the 2015-2021 Agreement, overtime will continue to be equally distributed as set forth in the contract, except for the Parks Division, which will now be distributed within the Parks Division as a whole rather than the sub-units identified in the contract. The Divisions are:
  - Parks (distributed within Parks as a whole rather than the sub-units of Parks)
  - Streets
  - Sanitation
  - Fleet/Equipment Maintenance
  - Facilities
  - Flood
  - LSNI

9. Workers' Compensation (Update Section 10.06, subsection A)

Effective upon the approval of the 2015-2021 Agreement, the term for which employees with six (6) months of continuous service to receive payment equal to the difference between his/her take home pay and the payments received under the Workers' Compensation Act shall be reduced to six (6) months.

10. Bargaining Unit Work (Update Section 14.07 to reflect the following):

- Youth Corp to assist 1716 in performing bargaining unit work, but Youth Corp must cease if there are any layoffs of 1716 members in the Parks Division.
- Management retains the right to subcontract bocce fields and cricket courts for the term of the contract.

11. Leave Increments (Update Sections 10.01 and 10.02 to reflect the following):

Sick time and vacation time may be taken in one-hour increments, however at least 24-hour notice is required for use of sick time in less than four-hour increments. Other notice requirements for use of accrued time remain unchanged.

12. Union Activities (Update the first two paragraphs of Section 14.01 to reflect the following):

The City agrees that the Union official or steward shall have a reasonable time during working hours without loss of pay for the investigation and adjustment of local union business, provided that he/she shall request permission from his/her supervisor to absent himself from his/her work area. Permission to absent himself from his/her work area may be withheld by the supervisor only because of operating requirements but in no event later than the start of the next regular shift of the Union officer or steward. The Union agrees that the complaint will be handled as quickly as possible.

The City agrees that the Union President will be paid for time spent in handling local union business during his/her regularly scheduled working hours, provided such time does not exceed sixty (60) hours in any one month and provided he/she informs his/her supervisor at least twenty-four hours (24) in advance when it is necessary for him/her to absent himself from his/her work area for attendance at such meetings; and provided further that the supervisor may release the Union President without twenty-four hours (24) advance notice if operating requirements permit. The Union President must indicate on his/her time record that such time was spent handling local union business during his or her regularly scheduled working hours and provide a quarterly report of such hours to Human Resources.