

Labor Relations

165 Church Street, 3rd Floor
203-946-7151

Department Head:
Vacant

Additional Point Person:
Joanne Courtemanche
jcourtma@newhavenct.net
203-946-7151

Positions:	GF- 3
General Fund Budget:	\$ 288,325
Capital Fund Budget:	\$0
Special fund Budget:	\$0

Legal Authority: CT General Statute, Section 7-474(a) allows the Mayor, or his/her designated representative to represent the City in all collective bargaining matters and enjoys the exclusive authority to negotiate agreements between the City and recognized employee organizations. The State’s Municipal Employee Relations Act (MERA) governs how the parties negotiate.

Mission/Overview:

The main goal of the Department of Labor Relations is to maintain a harmonious labor-management relationship by coordinating a balance of the operational needs of the departments with the rights and benefits of the bargaining unit members as outlined in their respective collective bargaining agreements.

To reach this goal, the Department has two basic jobs: 1) to handle all labor matters, grievance hearings, arbitrations and State Labor complaints filed against the City of New Haven, as well as assisting coordinators and department heads with progressive discipline matters and contract implementation; and 2) to negotiate, under the terms of MERA (the Municipal Employee Relations Act), the Union contracts on behalf of the City administration, which requires coordination with the Mayor’s office, Management & Budgets, Finance, Human Resources/Medical Benefits and the Pension office (and sometimes requires the use of outside counsel).

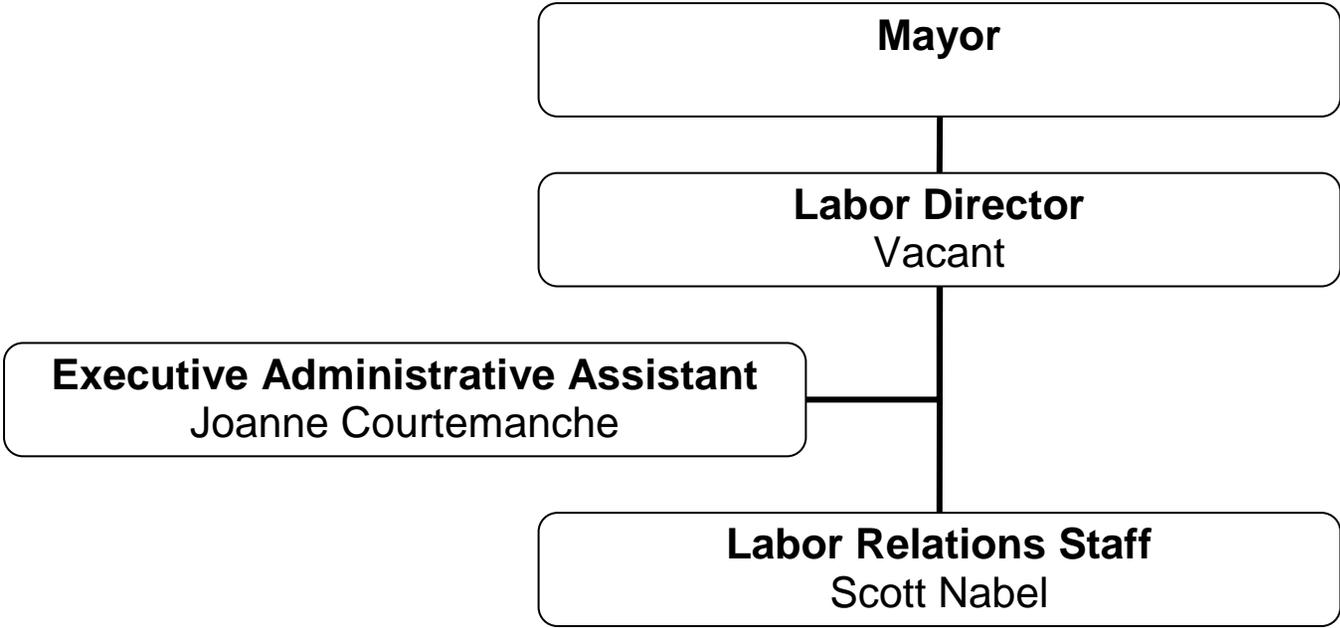
The Department oversees the following six, City-side bargaining units: Local 3144 (Supervisory), Local 884 (Clerical), Local 825 (Firefighters), Local 530 (Police Officers), Local 424 (Public Works) and Local 71 (Blue Collar) as well as the group of non-union School Safety/Crossing Guards. The Department also assists the Board of Education, when necessary, in dealing with the seven Board of Education Unions: Local 18 (School Administrators), Local 933 (Teachers), Local 3429 (Paraprofessionals), Local 287

(Custodians), Local 217 (Food Services), Local 777 (Trades). (See status of union contracts attached as Exhibit #1)

Labor Relations also plays a key role in assisting other departments, in conjunction with Human Resources and Worker's Compensation, with the interplay of labor issues on personnel matters by participating in return to work meetings, tracking committee meetings and a bi-weekly employment group meeting.

Attention Required by March 31st:

- Contract Arbitration with Local 424 (Public Works Union); First session has been scheduled for December 5th for testimony regarding the City's ability to pay. Joe Clerkin, Director of Management & Budget is the City's witness. (Being handled by Attorney Floyd Dugas in conjunction with LR)
- Contract Arbitration with Local 825 (Fire) is complete and an arbitration award is scheduled to be issued by the end of November. (Being handled by Attorney Floyd Dugas in conjunction with LR)
- Contract Negotiations with new Corporation Counsel union Local 1303-464. Biggest issue is the Charter language governing one-year term limits for this group. (Being handled by Attorney Lisa Egan in conjunction with LR)
- Resume contract negotiations with Local 1303-102 (BOE Daycare Union) (Being handled by Will Clark in conjunction with LR)
- Contract negotiations with Local 217 (BOE Food Services) (Being handled by Attorney Lisa Egan in conjunction with BOE & LR)
- Arbitration re: Fire Battalion Chief Test Weights - scheduled for October 17, 2013 (Being handled by Attorney Saranne Murray in conjunction with LR, Corp. Counsel and HR)
- Grievance arbitrations, State Labor Board matters, and monthly grievance hearings have been scheduled through November and are handled by Scott Nabel in Labor Relations. See below for items with economic impact.
 - Police Municipal Prohibited Practice regarding violation of the agreement on Shooting Task Force. To be scheduled for a formal hearing, City has no real defense, and will expose the Police Department for daily overtime costs.
 - Police Department overtime grievances in the Traffic Division. Overtime opportunities that were historically distributed among all of patrol are no longer being done the same way.



Budget Summary:

Budget Summary for FY 13-14 (General Fund)

Item	Budgeted Amount	Uses
Salaries	240,700	Salary covers 3 employees (Director, Exec. Admin. Assistant and one staff member)
Entry judgment fees	3,000	Covers cost of grievance arbitrations at SBMA or AAA
Other Contractual Services	35,000	Covers the cost of outside counsel for contract arbitration (We currently have an additional contract for \$98,000 with Berchem, Moses & Devlin to cover the vacant Labor Director position for negotiations as well as any necessary arbitration)

Summary of Open Items:

Outstanding contract negotiations/arbitration:

Local 71 (Blue Collar) – Arbitration award due end of October

Local 825 (Fire) – Arbitration award due end of November

Local 1303-464 (Corporation Counsel) – New Union was certified and contract negotiations are underway; being handled by Attorney Lisa Egan

Local 424 (Public Works) – Interest Arbitration initiated. First session (Ability to Pay) scheduled for December 5th.

Local 217 (BOE Food Services) – Currently being negotiated by BOE, LR and outside counsel Attorney Lisa Egan

Local 1303-102 (BOE Daycare) – In negotiations; being handled by Will Clark in conjunction with LR

Arbitration re: Fire Battalion Chief Test Weights (scheduled for October 17, 2013); being handled by Attorney Saranne Murray of Shipman & Goodwin

Economic Items on the table for negotiations:

- Wages 2%
- Pension Changes (tiered benefits for retirement eligibility, increased employee contribution, capped COLA, increased early retirement penalty, changes to retiree medical benefits)
- Medical Benefit Changes: 4 new plans (including a high deductible plan) with increased cost shares
- Phase out longevity payments
- Vacation accruals diminished
- Elimination of sick leave buyback for pension credit
- Worker's Comp top-off diminished

Outstanding Grievance Arbitrations and MPP Complaints: see schedule attached as Exhibit #2

Major Functions/Projects:

Contract Negotiations:

Labor Relations negotiates all City-side contracts, on behalf of the Mayor, under the terms of MERA (the Municipal Employee Relations Act) which requires coordination with the Mayor's office, Management & Budgets, Finance, Human Resources/Medical Benefits and the Pension office (and sometimes requires the use of outside counsel).

The Department oversees the following six, City-side bargaining units: Local 3144 (Supervisory), Local 884 (Clerical), Local 825 (Firefighters), Local 530 (Police Officers), Local 424 (Public Works) and Local 71 (Blue Collar) as well as the group of non-union School Safety/Crossing Guards. The Department also assists the Board of Education, when necessary, in dealing with the seven Board of Education Unions: Local 18 (School Administrators), Local 933 (Teachers), Local 3429 (Paraprofessionals), Local 287 (Custodians), Local 217 (Food Services), Local 777 (Trades).

Grievance Hearings and Arbitrations (State Board of Mediation & Arbitration; sometimes American Arbitration Association – AAA) and Municipal Prohibited Practice Complaints (State Board of Labor Relations)

Labor Relations handles all labor matters, grievance hearings, arbitrations and State Labor complaints filed against the City of New Haven.

Labor Related Personnel Matters:

Labor Relations assists coordinators and department heads with labor/personnel matters such as:

- Discipline
- Pretermination Hearings
- Pay differentials
- Reclasses, Impact bargaining
- Bargaining of the impact
- Sick Day Donations
- Contract Interpretation
- Worker's Compensation
- Leaves of Absence

Key Systems/Processes:

Grievances: Grievance dockets are kept separately by union and by each calendar year on the Labor Drive. This docket is a list of all grievances filed to Labor Relations, numbered chronologically, and contains the information stated on the grievance, as well as the status of the grievance and any action items that may be necessary. If a grievance is not resolved at the department level, Labor Relations notifies the department head and schedules a grievance hearing, rendering a third step decision. The decision is forwarded to all relevant parties (union, department head, payroll, HR, Management & Budget, etc.). If there is a contract violation and the union proves so, Labor Relations is obligated to either grant the grievance or craft some kind of settlement agreement that is agreeable to both parties. If there is no violation, Labor Relations denies the grievance. The grievance process is governed by contract language.

Arbitrations: When grievances are not resolved to the union's satisfaction, the union may file a grievance to arbitration. There are two processes: expedited (before a neutral arbitrator on whom the parties agree, taking place in Labor Relations) or tripartite (before a neutral, one labor arbitrator and one management arbitrator taking place at the State Board of Mediation & Arbitration in Wethersfield). A case number is assigned by the SBMA and is noted on the grievance docket. Once a hearing is scheduled, Labor Relations notifies the department head and/or any witnesses needed to defend the matter in arbitration. There is a \$25 fee per case for arbitration services from the SBMA. In some cases contract language allows for arbitrations to be heard before the American Arbitration Association (AAA) and those fees are usually \$1,200 - \$1,500. The Labor Director or LR staff member gathers testimony from witnesses and prepares exhibits for use at the arbitration. The arbitration process is governed by contract language as well as the rules of the SBMA or AAA. Once a decision is rendered it is binding (unless a motion to vacate is filed in superior court).

Municipal Prohibited Practice Complaints (MPPs): A union may file a prohibited practice complaint (MPP) against the City for violations of the Municipal Employee Relations Act (MERA), such as subcontracting, bad faith bargaining, etc. The City may also file a municipal employer prohibited practice complaint (MEPP) against the union for violations of MERA. These hearings are heard by a State Labor Agent (Ron Napoli or Liz Dunn) who comes to Labor Relations to hear the complaint informally and attempts to help the parties resolve the matter. If the matter cannot be resolved, the agent either dismisses the complaint (if there is no merit) or refers the complaint for a formal hearing before the State Board of Labor Relations in Wethersfield. A formal hearing and a pretrial is scheduled. The pretrial is held at Labor Relations where a list of facts is determined and all exhibits are identified. The formal hearing is held in Wethersfield. The MPP process is governed by the rules of the State Board of Labor Relations and their decision is binding (unless a motion to vacate is filed in superior court).

Negotiations: Contract negotiations usually begin six months prior to the expiration of the contract, with the union sending a demand to bargain letter, which is usually

accompanied by an information request for information related to the budget, medical benefits, pension, wages, etc. The process for negotiations is outlined in the MERA manual. There is a first meeting to establish groundrules and schedule meeting dates. The parties usually have three opportunities to exchange proposals, after which the negotiations begin. Proposals are drafted based on operational needs of the department (meetings are held with necessary department heads for input prior to drafting proposals) coupled with the fiscal needs of the City. Labor Relations works in conjunction with Human Resources/Medical Benefits and Management & Budget (as well as other necessary departments to gather relevant information) in order to identify the costs or savings related to any City or Union proposals. Negotiation strategies as well as a cost savings dollar figure is usually identified by the Mayor's office prior to beginning such negotiations. If the parties reach impasse during negotiations, they may agree to utilize a mediator from the SBMA (Pat Fitton handles New Haven). If the contract isn't resolved through mediation, the parties may agree to proceed to binding arbitration. The City usually hires private counsel (Floyd Dugas) to handle contract arbitration. The contract arbitration process is outlined in MERA.

General Labor/Personnel Matters: Meetings are scheduled as necessary with union representatives in order to discuss possible resolutions to outstanding matters related to reclasses (per the contract language), bargaining of the impact (per MERA), sick day donations (per contract language), and/or any other benefit related matters. Additionally, new job descriptions and the corresponding compensation for such new positions are negotiated prior to implementation. Meetings or phone calls are scheduled as necessary with department heads to discuss matters related to contract interpretation, worker's compensation, leaves of absence, disciplines, pretermination hearings, etc.

Reclassifications/Bargaining of the Impact: When an employee assumes duties outside of his/her classification on a permanent basis, the parties are required to bargain. The assumption of these duties may result from a position that has become vacant through attrition, or simply from additional duties that are required by the department. The union usually notifies LR of the situation (sometimes the department head will notify LR) and the parties meet to discuss possible resolutions. Common resolutions may take the form of step movement for the employee, a stipend for the employee (if the employee is at the top of their salary range) and may include back payment of wages if the employee has been performing the duties for some time.

Reorganizations: From time to time, the operational needs of a department change, requiring a revised organizational structure. In this case, LR would meet with the impacted unions in order to discuss a global resolution for the required job descriptions and compensation within the department. In this case, stipulations for all employees within the department would be negotiated together.

Resource Materials for Labor Relations Department:

MERA (Municipal Employee Relations Act)

Charter

Union Contracts

SBLR (State Board of Labor Relations) Rules & Regulations

SBMA (State Board of Mediation & Arbitration) Rules & Regulations

City Policies

Labor Relations Transition Contract Summary

Note:

Bold text indicates terms agreed to in most recent round of negotiations

Regular font indicates current (or previous) contract terms

Italic font indicates terms are pending either an arbitration award or ratification

Local 825 (Fire): Terms agreed to in arbitration and pending an award on entire contract

Local 71 (Blue Collar): Last Best Offers (LBOs) submitted during arbitration; award pending

Trades: Tentative Agreement pending ratification

Local 287 (Custodians): Wage & Medical Reopener Pending

In Arbitration:

Local 424 (Public Works)

In Negotiations:

Local 1303-464 (Corporation Counsel; previously Executive Management & Confidential status)

Local 18 (BOE Administrators)

Local 933 (BOE Teachers)

Local 217 (BOE Food Services)

Local 287 (BOE Custodian Wage & Medical Reopener)

Local 1303-102 (BOE Daycare)

Wage Increases								
Bargaining Unit	July 1, 2009	July 1, 2010	July 1, 2011	July 1, 2012 or ratification	July 1, 2013	July 1, 2014	July 1, 2015	July 1, 2016
City								
3144 Supervisors	3%	0%	0%	2.5% on ratif.	2%	2%		
884 Clerical	4.25%	0%	0%	3% on ratif.	2%	2%		
530 Police	3%	3%	0%	3% no retro	0%	3%	3%	
825 Fire	4%	3.25%	0%	3% no retro	0%	2.5%	2.5%	
71 Blue Collar	2.25%	0%	0%	2.5% no retro	2% no retro	2%		
424 Public Works	2%							
1303-464 Corporation Counsel	New contract; currently in negotiation							
BOE								
18 Administrators	Not available	Not available	0%	2.5%	2.5%			
933 Teachers	5.21%	2.87%	3%	3%	3%			
287 Custodians *	0%	0%	2% retro	2%	Reopener being negotiated			
3429 Paras	1.88%	0%	0%	3% on ratif.	2%	2.5%		
217 Food Svc.	4.5%							
Trades !	3%	3%	3.5%	0%	2% retro	2%	2%	2%
1303-102 Daycare	4%							

Pension Rules (non-disability)						
Bargaining Unit	Pension Plan	Eligibility	Accrual Formula	Employee Contribution	COLA	Retiree Medical
City						
3144 Supervisors	CERF	>10 years = Rule of 80 no minimum age; <10 years = Rule of 85 and minimum 62 yrs. Old (cutoff date: 7/1/10)	2% for first 20 years, 3 % for each additional year, not to exceed 70% of employee's salary	8% upon ratif. 9% 7/1/13 10% 7/1/14	<20 years = 2% annual max with 20% lifetime max; > 20 years = 3% annual max with no lifetime cap; optional buyout @ 40% for all	<10 years = cost share same as actives for retiree only; >10 years = cost share % frozen at retirement for ee & spouse (cutoff date: 7/1/10)
884 Clerical	CERF	>10 years = Rule of 80 no minimum age; <10 years = Rule of 85 and minimum 62 yrs. old (cutoff date: 7/1/10)	2% for each year of service, not to exceed 70% of employee's salary	8% upon ratif. 9% 7/1/13	10-20 years = 2% annual max with 20% lifetime max; optional buyout @ 40% for all (cutoff date: 7/1/10)	<10 years = cost share same as actives for retiree only; >10 years = cost share same as actives for ee & spouse (cutoff date: 7/1/10)
530 Police	P&F	20 years if graduated before 12/18/12 regardless of age; 25 years if graduated after 12/18/12 regardless of age	Graduated prior to 10/20/12: 2.5% for each year up to a max. of 80% of employee's salary Graduated after 10/20/12: 2% for each year up to a max of	12% upon ratif. 4.8% of extra duty earnings	15+ years of service effective 3/28/12 = 4% annual max with 25% lifetime max; <15 years of service effective 3/28/12 = 2%	Retire prior to 7/1/14: 20+ years = same plans as actives for ee, spouse & dependents at fixed rates at retirement Retire after 7/1/14: 8+ years @ 7/1/11 with 20 years service = same

Bargaining Unit	Pension Plan	Eligibility	Accrual Formula	Employee Contribution	COLA	Retiree Medical
			<p>70% of employee's salary (unless graduated between 10/20/12 and 12/18/12 can max at 80% with 2% accrual)</p>		<p>annual max with 10% lifetime max.</p> <p>Optional buyout @ 40% for all.</p>	<p>plans as actives for ee, spouse & dependents at fixed % at retirement not to exceed 6% increase per year or \$525/month</p> <p>< 8 years @ 7/1/11 & graduated by 12/18/12 with 20+ years service = same plans and cost share as actives for ee and spouse only; option to purchase for dependents at 50%</p> <p>Graduated after 12/18/12 with 25+ years service same plans and cost share as actives for ee only with option to purchase for spouse at 50%.</p> <p>Active members reimburse City at 1.25% of base pay/year to offset cost of retiree coverage.</p>

Bargaining Unit	Pension Plan	Eligibility	Accrual Formula	Employee Contribution	COLA	Retiree Medical
						Cutoff date = 7/1/11
825 Fire	P&F	25 years of service with minimum age of 46	2% for first 20 years; 3 % each year thereafter, max pension 70% if work 30 years	7/1/13: 9.75% 7/1/14: 10.75% 7/1/15: 10.75%	10+ years = 4 % annual max with 25% lifetime cap <10 years 3% annual max with 15% lifetime max (cap waived if 25+years) New hires: 1.5% annual max with 10% lifetime max Optional buyout @40% for all Cutoff date: 8/28/13	New hires: employee benefits only at same cost shares as actives; If 25 years of service attained, rates locked at retirement and spouse added for 50%
71 Blue Collar	CERF	10+ years of service = Rule of 80 <10 years of service =Rule of 85 with minimum age of 62 years	2% for each year of service, not to exceed 70% of employee's salary	7/1/13: 8.5% 7/1/14: 9%	20+ years: 3% annual max with no lifetime max <20 years: 2% annual max with 20% lifetime max Cutoff date: 7/1/10	10+ years = retiree health for employee & spouse at same cost share as actives <10 years = retiree health for employee only at same cost share as actives. New Hires after

Bargaining Unit	Pension Plan	Eligibility	Accrual Formula	Employee Contribution	COLA	Retiree Medical
						<i>award: no retiree health benefits</i> <i>Cutoff Date: 7/1/10</i>
424 Public Works (expired contract terms)	CERF	10 years of service and minimum age of 65 or Rule of 85	2% for each year of service, not to exceed 70% of employee's salary	7.25%	3% annual max with no lifetime max	Employee & spouse at same cost share as actives
1303-464 Attorneys (under Exec Mgmt policy)	CERF	10 years and age of 60	4% for each year of service up to 10, then 2% for each year thereafter, not to exceed 70% of employee's salary	6.5%	3% annual max with no lifetime max	25 years or Rule of 80: Retiree Health for employee & spouse; cost share frozen at time of retirement
BOE						
18 Administrators	State Pension					
933 Teachers	State Pension					
287 Custodians	CERF	10+ years = <10 years = 10 years of service and age 65 or Rule of 85 with min age of 55 New hires = 10 years of service and age 65 or Rule of 85 with min age of 62 Cutoff date: 12/31/12	2% for each year of service, not to exceed 70% of employee's salary	9%	20+ years = <20 years upon implementation = 2% annual max with 10% lifetime max; < 10 years; New hires = 1.5% annual max with 10% lifetime max Optional buyout at 40%	<10 years = retiree health for employee only; New hires = no retiree health care
3429 Paras	* Defined contribution plan					
217 Food Svc.	CERF	10 years of service with	2% for each year	5%	3% annual max	No info on cost

Bargaining Unit	Pension Plan	Eligibility	Accrual Formula	Employee Contribution	COLA	Retiree Medical
		age 65 or Rule of 80	of service, not to exceed 70% of employee's salary		with no lifetime max	sharing; Employee and spouse
Trades	CERF	>10 years = Rule of 80 no minimum age; <10 years = Rule of 85 and minimum 62 yrs. old (cutoff date: 7/1/10)	2% for each year of service, not to exceed 70% of employee's salary	7/1/13: 8% retro 7/1/14: 8.5% 7/1/15: 9% 7/1/16: 9.5%	20+ years at 10/3/14: 2% annual max, no lifetime max <20 years at 7/1/10 = 2% annual max with 20% lifetime max; <10 years at 7/1/10 = 1.5% annual max with 15% lifetime max optional buyout @ 40% for all (cutoff date: 7/1/10?)	<10 years = cost share same as actives for retiree only; >10 years = cost share same as actives for ee & spouse (cutoff date: 9/20/14)
1303-102 Daycare	* Defined contribution plan					

Health Insurance

Summary of Plans:

Lumenos: A high deductible plan that can be implemented with an HSA (Health Savings Account) or an HIA (Health Incentive Account) that allows members out of network coverage.

CP Comp Mix: A PPO plan with an up front deductible that requires copays as well as coinsurance premiums and allows members out of network coverage.

BC POE: A traditional HMO based plan that requires copays for office visits and services and allows members in network coverage only.

CP POS: A traditional PPO based plan that requires copays for office visits and services but allows members out of network coverage with coinsurance premiums.

BC1 for Police: is a BC POS which allows for out of network coverage.

BC POE 30/45: The same as the BC POE, except copays are higher.

Bargaining Unit	Lumenos	CP Comp Mix	BC POE	CP PPO	5 th plan Option
City					
3144 Supervisors	@ enroll: 10% 7/1/13: 11% 7/1/14: 12%	@ enroll: 14% 7/1/13: 15.5% 7/1/14: 17%	@ enroll: 18% 7/1/13: 19.5% 7/1/14: 21%	@ enroll: 20% 7/1/13: 21.5% 7/1/14: 23%	N/A
884 Clerical	@ enroll: 7% 7/1/13: 9% 7/1/14: 11%	@ enroll: 14% 7/1/13: 15.25% 7/1/14: 15.25%	@ enroll: 18% 7/1/13: 19.25% 7/1/14: 19.25%	@ enroll: 20% 7/1/13: 21.25% 7/1/14: 21.25%	N/A
530 Police	7/1/12: 12% 7/1/13: 13% 7/1/14: 14% 7/1/15: 15%	7/1/12: 15% 7/1/13: 16% 7/1/14: 17% 7/1/15: 18%	7/1/12: 19% 7/1/13: 20% 7/1/14: 21% 7/1/15: 22%	7/1/12: 25% 7/1/13: 26% 7/1/14: 27% 7/1/15: 28%	BC 1 from previous contract 7/1/12: 30% 7/1/13: 31% 7/1/14: 32% 7/1/15: 33%

Bargaining Unit	Lumenos	CP Comp Mix	BC POE	CP PPO	5th plan Option
825 Fire	@ enroll: 13% + 35% of deductible 7/1/14: 14% + 45% of deductible 7/1/5: 15% + 50% of deductible	N/A	N/A	N/A	N/A
71 Blue Collar #	7/1/13: 9% 7/1/14: 11%	7/1/13: 15.25% 7/1/14: 15.25%	7/1/13: 19.25% 7/1/14: 19.25%	7/1/13: 21.25% 7/1/14: 21.25%	N/A
424 Public Works					OLD PLANS: BC2: 11% BC1: 13% CP2: 17%
1303-464 Attorneys	N/A	N/A	N/A	N/A	OLD PLANS: BC2: 16% BC1: 18% CP2: 24%
BOE					
18 Administrators BUY UP CONCEPT	7/1/11: no cost to ee Remaining Years of contract: Increase in plan cost from previous FY cost, up to max of 8%	All years of contract: difference between Comp Mix and cost of Lumenos FY 11/12	All years of contract: difference between BC and cost of Lumenos FY 11/12	7/1/11: difference between CP and cost of Lumenos FY 11/12	N/A
933 Teachers	N/A	7/1/10: 9% 7/1/11: 9.5% 7/1/12: 10% 7/1/13: 10.5%	7/1/10: 16% 7/1/11: 16.5% 7/1/12: 17% 7/1/13: 17.5%	7/1/10: 20% 7/1/11: 20.5% 7/1/12: 21% 7/1/13: 21.5%	N/A
287 Custodians	7/1/12: Difference in cost of the plan from FY 11-12	N/A	N/A	N/A	BC2: 7/1/09: 10% 7/1/10: 10% Signing of Agree: 13% 7/1/12: 14%
3429 Paras	4/1/13: 6%	4/1/13: 13%	4/1/13: 17%	4/1/13: 19%	N/A

Bargaining Unit	Lumenos	CP Comp Mix	BC POE	CP PPO	5 th plan Option
	7/1/13: 7% 7/1/14: 9%	7/1/13: 14.25% 7/1/14: 14.25%	7/1/13: 18.25% 7/1/14: 18.25%	7/1/13: 20.25% 7/1/14: 20.25%	
217 Food Svc.	N/A	N/A	N/A	N/A	OLD PLANS: BC2: 10% BC1: 12%
Trades	7/1/13: 9% 7/1/14: 11% 7/1/15: 13% 7/1/16: 15%	7/1/13: 15.25% 7/1/14: 15.25% 7/1/15: 16.25% 7/1/16: 17.25%	7/1/13: 16% 7/1/14: 17% 7/1/15: 18% 7/1/16: 19%	7/1/13: 21.25% 7/1/14: 21.25% 7/1/15: 22.25% 7/1/16: 23.25%	<i>BlueCare POE 30/45</i> 7/1/13: 12.5% 7/1/14: 13.5% 7/1/15: 14.5% 7/1/16: 15.5%
1303-102 Daycare	N/A	N/A	N/A	N/A	OLD PLANS: BC2: 10% BC1: 12%

Exhibit #2: Upcoming Scheduled Arbitration and MPP Hearings

Date	Matter	Location
9/17	Local 530 Arbitration 2011-A-207 (Members assigned non-BU Work in PSAP)	Wethersfield
9/18	Local 825 Arbitration 2012-A-693 Mark Vendetto	Wethersfield
9/25	Local 3144 Expedited Arbitration (SubK. In City Plan/Elderly Services)	LR
9/27	L. 825 Arbitration: Darrell Brooks #12-43	Wethersfield
9/30	SETTLED L. 3144 Arbitration UG #10-27	Wethersfield
10/1	SETTLED L. 3144 Mediation AIDS Outreach Workers #10-24	LR
10/2	Local 530 Arbitration 2011-A-403 Dean Reynolds	Wethersfield
10/3	L. 825 Arbitration Phillip Gonzalez #13-4	Wethersfield
10/7 – 10 am 10/7 – 1:30 pm	L. 3144 Pretrial MPP-29,675 (Unilat Change in JD...Exec AA – BOE) L. 71 MPP-30,519: Failure to Comply with Award (McCoy O/T Hours)	LR LR
10/10	L. 3144 Expedited: 2013-A-281 (Subcontracting in T&P #12-16)	LR
10/18	L. 3144 CHRO re: Fernando Lage	Waterbury
10/23	L. 3144 Formal Hearing MPP-29,675 (Unilat Change in JD...Exec AA – BOE)	Wethersfield
10/31	L. 3144 Arbitration: 2011-A-877 (#10-21 Non BU EE...BU Work – ID Program)	Wethersfield
11/6	L. 3144 Arbitration: 2011-A-805 (#10-37 Violation of CBA by LR Dir)	Wethersfield
11/14	L. 530 Arbitration Carlos Roman #10-60	Wethersfield
11/20	L. 530 Expedited #11-14 (UG: Sick Leave)	LR

Status of Contracts

(Updated 9/13/13)

Local	Group	Years of Contract	Status	Handled by
City Unions				
3144	Supervisors	7/1/10 – 6/30/15 (New negotiations start 1/1/15)	Current (for bulk of contract); arbitrator award on issues heard at arbitration is pending (October?)	Floyd Dugas
884	Clerical	7/1/10 – 6/30/15 (New negotiations start 1/1/15)	Current	N/A
424, Unit 34	Public Works	7/1/05 – 6/30/10	Arbitration dates being scheduled	Floyd Dugas
1303-464	Corporation Counsel Attorneys	New contract	In negotiations	Lisa Egan
825	Fire	7/1/06 – 6/30/11	Pending Arbitration award and BOA ratification on partial settlement	Floyd Dugas
530	Police	7/1/11 – 6/30/16 (New negotiations start 1/1/16)	Current	N/A
71	Blue Collar	7/1/05-6/30/10	Arbitration Award pending	Floyd Dugas
Board of Education Unions				
1303-102	Daycare (BOE)	7/1/06 – 6/30/10	Need to resume negotiations	No person designated
3429	Paraprofessionals (BOE)	7/1/10 – 6/30/15 (New negotiations start 1/1/15)	Current	N/A
217	Cafeteria Workers (BOE)	7/1/06 – 6/30/10	In negotiations	Will Clark & Lisa Egan
287	Custodians (BOE)	7/1/09 – 6/30/15	Reopener on wages & medical being negotiated	Will Clark
18	School Administrators (BOE)	7/1/11 – 6/30/14	In negotiations	Will Clark & Floyd Dugas
Subs (933)	Substitute Teachers (BOE)	2006 – 2010		Will Clark
Trades	Tradesmen (BOE)	7/1/08 – 6/30/12	Tentative Agreement to be signed	Will Clark
933	Teachers (BOE)	7/1/10 – 6/30/14	Negotiations beginning	Will Clark & Floyd Dugas