

EXECUTIVE SUMMARY

CITY OF STAMFORD

AND UAW LOCAL 2377

The City of Stamford and UAW Local 2377 reached a three-year successor agreement to the agreement that expired on June 30, 2022. The parties commenced negotiations in October 2022, impasse declared in May of 2023, and with the assistance of a mediator reached this three-year agreement.

A summary of the terms of the agreement and associated cost are highlighted below. The item that was primarily responsible for reaching impasse and requiring a mediator was the matter of the defined benefit plan. Other than police and fire, the UAW is the only remaining bargaining unit that has not closed the defined benefits plan to new hires. The City proposed to close the defined benefit plan in negotiations. However, there was existing contract language that complicated the negotiations over this subject. In the negotiations for the agreement covering the 2010 through 2017 period the City and the UAW agreed to the following language:

“The length of agreement will be from July 1, 2010, through June 30, 2017; however, the pension and retiree health care provisions of this agreement shall not expire on June 30, 2017, and shall continue in effect unchanged absent mutual agreement otherwise until 2025.”

The UAW took the position in negotiations that this language precluded any negotiations over pension and retiree health care until 2025. The City’s position was that pension and retiree health care could be a subject of negotiations, but the effective date of any change would be after 2025. During the negotiations the UAW refused to negotiate over pension and retiree health care and indicated that they would litigate their position before an arbitration panel. Although the City believed that its reading of the contract language was correct, there is always a risk in litigation. Moreover, any effective date for a pension or retiree health care change, if successfully negotiated, would not take effective until after 2025. This issue was a major topic discussed in mediation. The mediator, (an experienced mediator in Connecticut in both mediation and interest arbitration as a neutral), pointed out the risks to both parties and made suggestions for a compromise. The City and the UAW ultimately agreed to a shorter-term agreement than was initially sought by the parties, the City withdrew its proposal to close the defined benefit plan to new hires, and the parties agreed to the following revised language:

“The length of agreement will be from July 1, ~~2017~~**2022** through June 30, ~~2020~~**2025**. As a clarification in light of the predecessor agreement, the pension and retiree health care provisions of this agreement ~~shall not expire on June 30, 2020,~~ and shall continue in effect unchanged absent mutual agreement **subject to the usual rules of negotiation for a successor agreement so that either side may make proposals prior to June 30, 2025, so long as they are effective July 1, 2025, or later.** “

We believe that this was a fair outcome considering the terms negotiated in this three-year agreement. The City will address the issue of the defined benefit plan in the negotiations for the agreement to become effective July 1, 2025.

- Term: July 1, 2022 – June 30, 2025.
- Wages: July 1, 2022, 2.5%, July 1, 2023, 3% and July 1, 2024, 3.0%.
(see attached cost analysis)
- Employee Medical Cost Share: Effective September 1, 2023, an increase of 1% to 16%, effective July 1, 2024 an increase of 1% to 17%.
(FY 24 savings \$ 62,434; FY 25 savings \$166,491)
- Permit an employee's regular work schedule to include one evening shift for employees who interface with residents.
- Increase the work hours for employees assigned to Facilities and Terry Connors rink to 40 hours from 37.5 hours (employees in parks, marine and tree crews currently work a 40-hour workweek) and police aide to 37.5 from 35 hours. **(\$135,802)**
- Second language stipend increased to \$50 from \$25 per month; added language requiring employees who receive the stipend to translate or communicate in the language to which they are certified during regular work hours. **(\$6,136)**
- Increase the annual tuition reimbursement fund to \$115,000 from \$100,000. **(FY 24 & FY25 \$15,000)**
- Expanded the use of compensatory time in lieu of paid overtime to employees outside of the government center except for employees in positions that require mandatory coverage (i.e. 911 dispatch).
- Included language providing for specific criteria to be used when negotiating position salary grade reallocations, position reclassifications, and new classifications.
- Appendix C part-time employees (lifeguards, dockmasters, maintenance workers) to receive the negotiated GWI beginning July 1, 2024. **(FY25 \$28,564)**
- Clarified contract language in such areas as workweek, collection of union dues, removed outdated language, approval for vacation leave.

**UAW Tentative Agreement Estimated Wage Cost Summary
City Employee Cost Estimate**

Estimated Retro Wages

	Estimated Wage Basis	% Increase	Fund Balance			Contingency			Future Obligation			Grand Total
			Increase 1 (7/1/22 - 6/30/23)	Medicare and FICA (7.65%)	Total Fund Balance	Increase 2 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Contingency	Increase 3 (7/1/24 - 6/30/25)	Medicare and FICA (7.65%)	Total Future Obligation	
Increase 1 (7/1/22 - 6/30/23)	21,025,977	2.500%	\$525,649	\$40,212	\$565,862	\$525,649	\$40,212	\$565,862	\$525,649	\$40,212	\$565,862	\$1,697,585
Increase 2 (7/1/23 - 6/30/24)	21,551,627	3.000%	\$0	\$0	\$0	\$646,549	\$49,461	\$696,010	\$646,549	\$49,461	\$696,010	\$1,392,020
Increase 3 (7/1/24 - 6/30/25)	22,198,175	3.000%	\$0	\$0	\$0	\$0	\$0	\$0	\$665,945	\$50,945	\$716,890	\$716,890
Totals			\$525,649	\$40,212	\$565,862	\$1,172,198	\$89,673	\$1,261,871	\$1,838,143	\$140,618	\$1,978,761	\$3,806,494

**UAW Tentative Agreement Estimated Wage Cost Summary
Board of Education Employee Cost Estimate**

Estimated Retro Wages

	Estimated Wage Basis	% Increase	Fund Balance			Contingency			Future Obligation			Grand Total
			Increase 1 (7/1/22 - 6/30/23)	Medicare and FICA (7.65%)	Total Fund Balance	Increase 2 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Contingency	Increase 3 (7/1/24 - 6/30/25)	Medicare and FICA (7.65%)	Total Future Obligation	
Increase 1 (7/1/22 - 6/30/23)	6,064,227	2.500%	\$151,606	\$11,598	\$163,204	\$151,606	\$11,598	\$163,204	\$151,606	\$11,598	\$163,204	\$489,611
Increase 2 (7/1/23 - 6/30/24)	6,215,833	3.000%	\$0	\$0	\$0	\$186,475	\$14,265	\$200,740	\$186,475	\$14,265	\$200,740	\$401,481
Increase 3 (7/1/24 - 6/30/25)	6,402,308	3.000%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,069	\$14,693	\$206,763	\$206,763
Totals			\$151,606	\$11,598	\$163,204	\$338,081	\$25,863	\$363,944	\$530,150	\$40,556	\$570,706	\$1,097,854

Totals both BOE and City **\$677,255** **\$51,810** **\$729,065** **\$1,510,279** **\$115,536** **\$1,625,815** **\$2,368,293** **\$181,174** **\$2,549,468** **\$4,904,348**

**7/1/2024 UAW Seasonal Rate Increase Cost Estimate
(Future Obligation)**

Row Labels	Sum of Date Range Earnings
C Dockmaster CDOCK	\$47,873.10
C Head Lifeguard C874	\$85,636.65
C Lifeguard - Seas CP	\$76,893.42
C Maintenance Worker - Seas NU CT	\$598,075.32
C Maintenance Worker - Seas/UAW CQ	\$143,677.22
Grand Total	\$952,155.71
3.00% Wage Increase	\$28,564.67