

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

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (hereinafter, "Local 1716") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2021 through December 31, 2024 subject to the ratification of Local 1716 and approval by the City of Hartford Court of Common Council and the Municipal Accountability Review Board (hereinafter, "MARB"). The July 1, 2015 through June 30, 2021 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

*This Tentative Agreement represents concepts and not necessarily final contract language. Actual contract language will be drafted if the Tentative Agreement is ratified by Local 1716 and approved by the Court of Common Council and MARB.*

CITY OF HARTFORD



LUKE BRONIN, MAYOR

4/7/2022

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

4/7/2022

DATE



CHUCK PARIS, STAFF REPRESENTATIVE

4-7-22

DATE

TENTATIVE AGREEMENT  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE CITY OF HARTFORD  
AND  
LOCAL 1716

1. Duration (Update language in Article XVII to reflect the following):  
3.5 years (July 1, 2021 – December 31, 2024)
2. Wages (Update language in Section 7.0 and Appendix F to reflect the following):  
GWIs:  
FY 2021-22: 2% GWI retroactive to first Sunday following January 1, 2022  
FY 2022-23: 2.5% GWI effective first Sunday following July 1, 2022  
FY 2023-24: 2.5% GWI effective first Sunday following July 1, 2023
3. HSA Funding (Update language in Section 14.10 and Insurance Appendix to reflect the following):  
Effective July 2022, funding of the City's contribution to the Bargaining Unit Members' Health Savings Account will be deposited on a semi-annual basis in July (50%) and January (50%).
4. Emergency Telecommunications Dispatchers and Call Takers:
  1. Effective the pay period following the approval of the Tentative Agreement, there will be a new job classification within the Local 1716 bargaining unit of Emergency Telecommunications Call Taker (hereinafter, "Call Taker") whose duties and responsibilities are set forth in the job description attached hereto as Exhibit A.
    - a. The Call Taker salary schedule will be as follows:

	Completion of Training	1	2	3	4	5	6
<u>Trainee</u>	<u>Base</u>	<u>1/2 Year</u>	<u>1 Year</u>	<u>1 1/2 Years</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>
\$800.00	\$824.00	\$848.00	\$872.00	\$896.00	\$920.00	\$944.00	\$968.00
\$41,600.00	\$42,848.00	\$44,096.00	\$45,344.00	\$46,592.00	\$47,840.00	\$49,088.00	\$50,336.00

- b. There shall be a maximum of ten (10) full-time Call Takers on staff in ES&T. At least one (1) ETD shall be assigned in either a Call Taker position or the EMS position on every shift.
- c. Call Takers shall be required to satisfactorily complete a six-month probationary period, after which time the employee will be placed on a promotional eligible register for the position of ETD Trainee. If the Call Taker elects not to accept a position as an ETD Trainee, or is not selected for the position of ETD Trainee, they may remain in their position as Call Taker.
- d. In the event of layoffs, Call Takers must be laid off before any ETD or ETD Trainee.
- e. Overtime shall be assigned through the current process, with Call Takers, ETDs, and ETD Trainees on one eligibility list.

2. Full-time members of Local 1716 will be eligible for a referral bonus of \$500 per new ETD and \$250 per new Call Taker, to be paid after the new employee completes their probationary period. Candidates will indicate who referred them to the position on their job application, which will be the sole determining factor with respect to entitlement to a referral bonus pursuant to this paragraph. In any instance where an applicant indicates that more than one individual referred the candidate, all listed employees will receive an equal percentage of the applicable referral bonus.

5. Other:

- City Proposals 1-6, summarized as follows, will be incorporated into the successor CBA:
  - City 1: Clarifies that “Related Work as Required” means related to duties stated in the class spec under the “Illustrative Examples of Work” or “Essential Duties and Responsibilities” subheadings.
  - City 2: Eliminates outdated language related to a committee that completed its charge in 2015.
  - City 3: Clarifies calculation of the seventh day of work for overtime purposes, consistent with current practice.
  - City 4: Changes vacation accrual to over the span of twelve months beginning FY23, versus the current ten-month accrual period, consistent with all other bargaining units.
  - City 5: Eliminates outdated language regarding entitlement to leave for birth or adoption of a child, and clarifies that said leave will be afforded consistent with federal law. Also, maintains the ability of an individual who is not FMLA eligible to use up to 30 calendar days of sick leave for birth or adoption of a child.
  - City 6: Makes changes to part-time and seasonal benefits consistent with the law. Also lowers the required number of hours that part-time and seasonal employees working as MI or in the City’s Rec Division must work in order to have their names certified for full-time employment prior to any promo or open competitive lists.
- The City, without waiving its right “to determine the content of job classifications” as set forth in Article II, Management Rights, agrees to meet with the Union annually for the term of this agreement, in the first quarter of each calendar year, to review job descriptions that either party identifies as inaccurate, out-of-date, or otherwise in need of updating. Such discussions shall not be considered an admission on the part of the City that it is required to bargain prior to the implementation of changes to Local 1716 job descriptions, and any findings that may require collective bargaining will be the subject of negotiations for a future successor collective bargaining agreement, or sooner upon mutual agreement of the parties. The Committee shall consist of up to three participants representing the Union and up to three participants representing the City.