



Luke A. Bronin
Mayor

December 14, 2020

Maly D. Rosado, Council President
Members of the Court of Common Council
City of Hartford
550 Main Street
Hartford, Connecticut 06103

RE: Tentative Agreement Between the City of Hartford and the Hartford Firefighters Association

Dear Council President Rosado,

Attached for your consideration is a resolution which, if passed, would approve a Tentative Agreement for a successor Collective Bargaining Agreement between the City of Hartford and the Hartford Firefighters Association, Local 760 (hereinafter, "Local 760"), effective July 1, 2020 through December 31, 2024.

As you know, the Hartford Firefighters Association was a critical partner in addressing our fiscal crisis, and this contract is another step towards fiscal health that also ensures our firefighters are supported. I'm proud that we were able to work together again to sign a serious, responsible agreement for Hartford and its taxpayers.

After several months of negotiations and discussions between the City and Local 760, the parties signed a Tentative Agreement on December 1, 2020. Some items of special interest are as follows:

1. Local 760 members would receive general wage increases of 1.5% effective in January and July of 2021, with no other general wage increases for the term of the contract.
2. In July 2021, Local 760 members will contribute nineteen percent (19%) of the carrier's premium rate toward the cost of its medical and dental insurance. In July 2022, that contribution rate will again increase to twenty percent (20%).
3. Structural changes to transitional duty are also included in this agreement, such that employees who have sustained an on-the-job injury may return to work with appropriate restrictions immediately following evaluation by a medical provider.

Because the Tentative Agreement provides for General Wage Increases effective January 1st, and because we want our Firefighters to receive their first increase on time, I respectfully request that you consider and act upon this Tentative Agreement at the December 14, 2020 meeting of Council. The Municipal Accountability Review Board (MARB) voted to approve this contract at a meeting on December 10, 2020.

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Since this matter involves collective bargaining, I recommend that the Court of Common Council go into Executive Session on December 14, 2020 to discuss any questions or concerns of the Tentative Agreement before voting. Local 760 intends to take a vote regarding ratification of the Tentative Agreement on Thursday, December 17, 2020.

Once the Court of Common Council receives this request, it must approve or reject it within forty-four (44) days of the date the Tentative Agreement was reached. The Tentative Agreement between the parties may be approved or rejected as a whole by a majority vote of those present and voting on the matter. If the Court of Common Council fails to vote on the request within the forty-four-day window, such request and Tentative Agreement shall be considered approved. Therefore, based on these statutory timelines, the Court of Common Council has until Thursday, January 14, 2020 to vote on the City's request for approval to implement the Tentative Agreement between the City of Hartford and Local 760.

I respectfully recommend the adoption of the resolution approving the Tentative Agreement, assuming ratification by Local 760.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Luke A. Bronin', with a stylized flourish at the end.

Luke A. Bronin
Mayor

INTRODUCED BY:
Luke A. Bronin, Mayor

COURT OF COMMON COUNCIL
City of Hartford, December 14, 2020

- WHEREAS,** The Mayor presents a Tentative Agreement dated December 1, 2020 between the City of Hartford (“City”) and the Hartford Firefighters Association, Local 760 (“Local 760”) covering the period of July 1, 2020 through December 31, 2024, and
- WHEREAS,** The Tentative Agreement, subject to approval by the Court of Common Council, provides for general wage increases of 1.5% effective in January and July of 2021, and
- WHEREAS,** The Tentative Agreement provides for a 2% increase to the employee contribution toward medical and dental health insurance coverage over the term of the agreement, resulting in savings to the City, and
- WHEREAS,** The Municipal Accountability Review Board voted to approve the Tentative Agreement at its meeting on December 10, 2020, and
- WHEREAS,** The Mayor recommends approval of the Tentative Agreement, now, therefore, be it
- RESOLVED,** That the Tentative Agreement dated December 1, 2020 between the City and Local 760, covering the period of July 1, 2020 through December 21, 2024 is hereby approved; and be it further
- RESOLVED,** That the Court of Common Council authorizes the Mayor, or his designee, to execute all necessary documents and agreements to implement the approved agreement; and be it further
- RESOLVED,** That the Mayor is hereby authorized to execute any and all manner of other documents and to take such other actions as he and the Corporation Counsel may deem appropriate and in the best interest of the City in order to effectuate the above transaction; and be it further
- RESOLVED,** That no person or entity shall be entitled to rely on, or otherwise claim any benefit by reason of this resolution should the Mayor fail to execute the aforementioned agreement or other documents, or to take any of the other aforesaid actions; and be it further
- RESOLVED,** That all approvals and authorizations provided hereby are contingent upon, and only shall be effective on and by means of, the Mayor executing such agreement and documents, and taking such actions, all of which shall be, in form and substance, acceptable to the Mayor and the Corporation Counsel.