

Summary of Hartford 566 Tentative Agreement

This unit covers custodians, maintenance staff and cafeteria workers and is comprised of approximately 378 employees. The current contract expired on June 30, 2018. The parties reached a tentative agreement on September 26, 2019. The Union ratified the tentative agreement on October 5, 2019. The contract was approved by the Hartford Board of Education at its October 15, 2019 meeting. The new contract will be effective retroactively from July 1, 2018 – June 30, 2021.

Background

The prior contract was from July 1, 2012 through June 30, 2018. There was no step movement during the duration of the contract. GWIs were as follows:

July 1, 2012	0%
July 1, 2013	0%
July 1, 2014	2%
July 1, 2015	2.5%
July 1, 2016	2%
July 1, 2017	1.5%

This unit also had a 0% GWI with no step in the previous contract on July 1, 2011. The last time that this bargaining unit received a step increase was July 1, 2009.

A comparison of wages for Custodian II and cafeteria workers (position 71a) shows that Hartford's wages are significantly lower than those of the surrounding districts and at the bottom of its DRG as well, with only Waterbury being slightly lower.

Salary

2018-2019	0% GWI, no steps
2019-2020	2% GWI plus 1 step (Approximate increase is \$479,700.40)
2020-2021	2% GWI plus 1 step (Approximate increase is \$456,544.05)

Total change over the life of the contract (including step): 4% plus step. Including step movement this is approximately an 8.85% increase over the life of the contract.

Insurance

For the 2019-2020 school year there are no changes to the health insurance and cost share premiums.

It will become mandatory for all bargaining unit members to be on the High Deductible Health Plan with a Health Savings Account (HSA) as of July 1, 2020

- Premium Cost Share
 - July 1, 2020 12%
- In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).
- Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)
- Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:
 - Generic: \$5
 - Brand (formulary): \$15
 - Brand (non-formulary): \$30
 - Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.
- For the duration of the contract, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. For the 2020-2021 school year, the Board will pay the entire 50% up front on July 1, 2020. In future years, they Board will pay ½ on July 1 and the other half on January 1 of each year.

Estimated cost savings of all employees switching to the HDHP for 2020-2021 is approximately \$840,297.

- Adds language to allow opening of the health insurance portions of the contract if the Affordable Care Act penalties go into effect during the life of the contract.

Other Changes

- The Board agrees to deduct via payroll dues or a representation fee for all members of the bargaining unit who give express written permission to the Executive Director of Human Resources for such fee to be deducted via payroll.
- Amended the current language that prohibited an employee with seven or more absences in the prior 12 months from being eligible for a transfer or promotion to allow eligibility if that employee does not have seven or more absences during both of the prior two 12-month periods.
- Removed all references to the positions of Head Lunch Supervisor and Meal Coordinator which no longer exist.

- Removed all references to the “Adult School” which no longer exists.
- Increased the regular hours of Food Service Workers from 20 to 25 and Cook Managers from 30 to 35, which reflects the actual hours normally worked by these positions.
- Holidays – allows bargaining unit members to have Veteran’s Day as a holiday on years when all the schools are closed and there is no scheduled professional development that day.
- Vacation days: For custodial and maintenance employees, increases from 10 days to 15 days of vacation that may be used between the first and last student day of the school year.
- Allows administration to provide bargaining unit members with information about their accrued vacation and sick leave via electronic means rather than through paper documents.
- Severance pay: Reduces, for new employees hired into the bargaining unit after ratification of the Agreement, the payout of accumulated sick days at retirement from full compensation for up to the first 50 days or 50% of all accumulated days (whichever is greater) to full compensation for up to the first 40 days or 50% of accumulated days, whichever is greater. Maximum accumulation remains at 85 days for employees hired prior to March 30, 1984 and 60 days for those hired after March 30, 1984.
- Eliminates longevity payments for employees hired after ratification of the Agreement.
- Reporting Absences: Requires employees, except those on an approved long-term absence of five or more days, to call in each day to report an absence.
- Eliminates the requirement that employees who leave work due to personal illness after less than half a day be charged a half day of illness. Thus employees will be charged for the actual hours of sick leave used.
- Reduces reimbursement for mileage for custodians who check buildings over weekends and holidays to a maximum of thirty miles per day.
- Technical changes
 - Corrects titles throughout the document.
 - Deletes references to retirement plans that are no longer in effect for any unit members.
 - Updates the non-discrimination language to comply with state and federal law.
 - Adds Locksmiths and Floor Mechanics to the list of Skilled Tradesmen in Appendix B.