

**AGREEMENT**

**BETWEEN**

**THE CITY OF BRIDGEPORT**

**and**

**CONNECTICUT ASSOCIATION OF LABOR UNIONS (CALU)**

**July 1, 2019 to June 30, 2025**

## Table of Contents

I. THE UNION AND UNION SECURITY .....	3
PREAMBLE .....	3
ARTICLE 1 - RECOGNITION .....	3
ARTICLE 2 - DEFINITIONS .....	3
ARTICLE 3 - UNION SECURITY .....	4
ARTICLE 4 - CHECK OFF .....	4
ARTICLE 5 - UNION ACTIVITY, VISITATION AND BULLETIN BOARDS .....	6
ARTICLE 6 - PROBATIONARY/PROMOTIONAL EMPLOYEES .....	6
ARTICLE 7 - SENIORITY .....	7
ARTICLE 8 - LAYOFF AND RECALL .....	9
II. MANAGEMENT AND THE WORK PLACE .....	10
ARTICLE 9 - MANAGEMENT RIGHTS .....	10
ARTICLE 10 - HOURS OF WORK .....	10
ARTICLE 11 - NEGOTIATIONS AND CONFERENCES .....	11
ARTICLE 12 - GRIEVANCE PROCEDURE .....	11
ARTICLE 13 - DISCIPLINARY ACTION .....	12
ARTICLE 14 - DRUG TESTING .....	13
III. MONATARY PAYMENTS .....	14
ARTICLE 15 - SALARIES .....	14
ARTICLE 16- REIMBURSEMENT .....	15
ARTICLE 17 - TUITION REIMBURSEMENT .....	15
IV. BENEFITS .....	17
ARTICLE 18 - HEALTH BENEFITS, LIFE INSURANCE AND RETIREMENTS .....	17
ARTICLE 19 - RETIREMENT .....	21
V. HOLIDAYS AND LEAVES .....	21
ARTICLE 20 - HOLIDAYS .....	21
ARTICLE 21 - VACATIONS .....	21
ARTICLE 22 - LEAVE PROVISIONS .....	23

ARTICLE 23 - WORKERS' COMPENSATION SUPPLEMENT .....	26
VI. MISCELLANEOUS .....	27
ARTICLE 24 - NO DISCRIMINATION .....	27
ARTICLE 25 - CONDITIONS OF EMPLOYMENT .....	27
ARTICLE 26 - NURSES PERFORMING SUPERVISORY DUTIES- SPECIAL PROVISIONS .....	29
ARTICLE 27 – MISCELLANEOUS .....	29
ARTICLE 28 - TERM AND SCOPE OF AGREEMENT .....	29
APPENDIX A – Wage Plan July 1, 2019.....	31
APPENDIX B – Medical Plan.....	32
APPENDIX C – Vision Care Benefits.....	40

# I. THE UNION AND UNION SECURITY

## PREAMBLE

The following agreement entered into by and between the City of Bridgeport (hereinafter called the "Employer"), and the Connecticut Association of Labor Unions (CALU)/Bridgport Nurses with its offices at 781 Boston Post Road, Suite 586, Madison, Connecticut, (hereinafter referred to as the "Union"), acting herein on behalf of the Employees of said Employer, as hereinafter defined, now employed and collectively designated as the "Employees".

It is the intent and purpose of the parties hereto that this Agreement to set forth herein their agreement covering rates of pay, and terms and conditions of employment.

## ARTICLE 1 - RECOGNITION

- 1.1 The Employer recognizes the Union as the collective bargaining representative for employees in the classifications of School Health Nurse, Public Health Nurse and Nurse Practitioner as certified by the Connecticut State Board of Labor Relations Decision No. 5138 [ME-34058]
- 1.2 The Union recognizes the Mayor of the City of Bridgeport or his/her designated representative or representatives as the sole representative(s) of the Employer for the purpose of collective bargaining and contract administration.

## ARTICLE 2 - DEFINITIONS

- 2.1 Public Health Nurse A Bridgeport Public Health Nurse is a Registered Professional Nurse who, under the direction of the Director of Public Health, appraises individual and family health needs and hazards - existing or potential; provides health counseling (including emotional support) to individuals, families and groups in clinics, schools, other organized settings, in the home, consults with and refers families to appropriate personnel within the City Health Department, school system or community services; carries out nursing duties contributing to diagnosis, treatment and rehabilitation; gives, arranges, teaches or supervises nursing for sick and injured; works with other health or health-related personnel as a member of a multi-disciplinary team geared to the solution of health and medical problems; prepares reports of clinic and other activities, incidents and patient health status; understands and complies with confidentiality of patient records; assists in ensuring compliance with health laws and regulations.
- 2.2 School Health Nurse A Bridgeport School Health Nurse is a Registered Professional Nurse who, under the direction of the Director of Public Health, reporting to the Superintendent of Schools or his/her designee appraises

individual and family health needs and hazards - existing or potential; provides health counseling (including emotional support) to individuals, families, schools, other organized settings, consults with and refers families to appropriate personnel within the City Health Department, school system or community services; carries out nursing duties contributing to diagnosis, treatment and rehabilitation; gives, arranges, teaches or supervises nursing for sick and injured; works with other health or health-related personnel as a member of a multi-disciplinary team geared to the solution of health and medical problems; prepares reports and other activities, incidents and patient health status; understands and complies with confidentiality of patient records; assists in ensuring compliance with health laws and regulations.

- 2.3 Nurse Practitioner, as a primary care provider, assesses the health status of patients to detect the presence of health problems. Manages health problems of patients in accordance with physician approved standing orders which include suitable referrals, therapeutic procedures and the administration of medication or immunization. The Practitioner supervises clinic aides and outreach workers and performs related work.
- 2.4 The generic term Nurse(s), when used in this Agreement refers to Public Health Nurses, School Health Nurses and Nurse Practitioners.

### ARTICLE 3 - UNION SECURITY

- 3.1 Employees of the Employer covered by this agreement who are members of the Union in good standing on the effective (execution) date of this Agreement may remain members in good standing of the Union during the term of this Agreement. All employees covered by this Agreement who are not members of the Union on the effective date of this Agreement may on the thirty-first (31st) day following the effective date of this Agreement become and remain members in good standing in the Union. All employees covered by this Agreement and hired on or after its effective (execution) date may, on the 31<sup>st</sup> day following the beginning of such employment become and remain members in good standing in the Union. All members in good standing shall pay to the Union such dues as designated by the Union. All such dues, and fees, shall be automatically payroll deducted and remitted to the Union.
- 3.2 The Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

### ARTICLE 4 - CHECK OFF

- 4.1 Employer shall, pursuant to written employee authorization, deduct from the wages due said Employee each week, starting not earlier than the first

pay period following the completion of the Employee's first thirty (30) days of employment, and remit to the Union regular monthly dues and initiation fee, as fixed by the Union. The initiation fee shall be paid in two (2) consecutive monthly installments beginning the month following the completion of the probationary period.

- 4.2 Employees who do not sign written authorizations for deductions may adhere to the same payment procedure by making payments directly to the Union.
- 4.3 The Employer shall be relieved from making such "check-off" deductions upon (a) termination of employment, or (b) transfer to a job other than one covered by the bargaining unit, or (c) layoff from work, or (d) an agreed leave of absence, or (e) revocation of the check-off authorization in accordance with its terms or with applicable law.

Notwithstanding (a), (b), (c), or (d) above, upon the return of an Employee to work from any of the foregoing absences, the Employer will immediately resume the obligation of making said deductions, except that deductions for terminated Employees shall be governed by Paragraph 1 hereof. This provision, however, shall not relieve any Employees of the obligation to make the required dues and initiation payment pursuant to the Union By-Laws in order to remain in good standing.

- 4.4 The Employer shall not be obliged to make dues deductions of any kind from any Employee who, during any dues week involved, shall have failed to receive sufficient wages to equal the dues deductions.
- 4.5 Each month the Employer shall remit to the Union all deductions, dues and initiation fees made from the wages of Employees for the preceding week, together with a list of all Employees from whom dues and/or initiation fees have been deducted. Said list shall include the Employment number.
- 4.6 The Employer agrees to furnish the Union each month with the names of newly hired Employees, their addresses, employment number, classifications of work, their dates of hire, and names of terminated Employees, together with their dates of termination, and names of Employees on leaves of absence.
- 4.7 It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings by any Employee arising from deductions made by the Employer hereunder. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.
- 4.8 It is also agreed that neither any Employee nor the Union shall have any claim against the City for any deductions made or not made, as the case may

be, unless a claim of error is made in writing to the City within sixty (60) calendar days after the date such deductions were or should have been made.

- 4.9 Upon the receipt of a written authorization from an Employee, in a form provided by the union, the Employer shall, deduct from the wages due said Employee each pay period, the sum specified by the Union and remit same to the Connecticut Association of Labor Unions, (CALU), 781 Boston Post Road, Suite 586, Madison CT 06443. An Employee may revoke such authorization by written request to the Employer. The Union agrees to indemnify Employer's compliance with this provision.

#### **ARTICLE 5 - UNION ACTIVITY, VISITATION AND BULLETIN BOARDS**

- 5.1 No employee shall engage in any Union activity, including the distribution of literature, which could interfere with the performance of work during his/her working time or in working areas of the Employer at any time, except as provided in the Grievance Procedure.
- 5.2 The staff representative of the Union shall have reasonable access to the Employer for the purpose of conferring with the Employer, Board members of the Union and/or Employees, and for the purpose of administering this Agreement. Where the Union staff representative finds it necessary to enter a department of the Employee for this purpose, he/she shall first advise the Administrator or the head of the department or his/her designee by E-mail.
- 5.3 A Union Board member intending to go to a department other than the one he/she represents shall follow the above procedure. Such visits shall not interfere with the operation of the Employer. Such visits shall only be denied by the Employer because of operation requirements but in no event later than the start of the next regular shift.
- 5.4 The Employer shall provide space on existing Bulletin Board(s) which shall be used for the purpose of posting proper Union notices. The Union agrees that the notices and material posted shall not contain derogatory comments or attacks against the City, its departments, agencies or officials.
- 5.5 The work schedules of Employees elected as Union Board Members shall be adjusted to permit attendance at regular Union assembly meetings provided Employer operations shall not be impaired.

#### **ARTICLE 6 - PROBATIONARY/PROMOTIONAL EMPLOYEES**

- 6.1 Newly hired Employees shall be considered probationary for a period of three (3) months from the date of employment. The probationary period may be extended for an additional three (3) month period with the approval of the Union and the Employer. The Union shall not unreasonably deny such extension.

- 6.2** During or at the end of the probationary period, the Employer may discharge any such Employee at will and such discharge shall not be subject to the grievance and arbitration provisions of this Agreement. The end of the probationary period shall be upon completion of his/her shift on their last probationary day.
- 6.3** Employees promoted to probationary, provisional or acting position shall have the right to return to the bargaining unit with adjusted Bargaining Unit Seniority, within one year of the acceptance of said position. Adjusted Seniority shall mean seniority minus the length of time out of the Bargaining Unit. The one (1) year period shall not be extended.

### **ARTICLE 7 - SENIORITY**

- 7.1** Definition Seniority is defined as the length of continuous municipal service except for bidding, lay-off and recall purposes under this Agreement. For bidding, lay-off and recall purposes, Bargaining Unit Seniority shall apply. School Nurses and Public Health Nurses have no rights to cross over between the City of Bridgeport and the Board of Education except for layoff and recall. "Bargaining Unit Seniority" is defined as the length of time an employee has been continuously employed in a CALU bargaining unit position within the City of Bridgeport covered by this collective bargaining agreement with the employer as stated in 7.9 below.
- 7.2** Accrual An Employee's seniority shall commence after the completion of his/her probationary period and shall be retroactive to the date of his/her last hire.
- 7.3** Bargaining unit seniority shall accrue during an approved leave as identified in Article 22 provided that the employee returns to work immediately following the expiration of such leave.
- 7.4** Seniority as defined herein shall be applied to all requests for transfers where vacancies occur.
- 7.5** When a vacancy occurs or a new position is created that the City intends to fill on a permanent basis, the following procedure shall apply:
- a)** The vacancies or positions will be posted for a period of five (5) days, excluding weekends and holidays.
  - b)** The posting will identify the position, title, job description, salary, work location, and schedule.
  - c)** The position will be awarded, after bidding on the basis of Bargaining Unit Seniority and qualifications based on licensure.
  - d)** The City will not fill such vacancies in an arbitrary and capricious manner.



- e) Should no current Employee possess the necessary qualifications, the City may seek an outside hire. The City shall date and time all applications and the new hire shall accrue seniority as stated in 7.2.
- f) The City may fill such vacancy temporarily if an emergency exists. However, the definition of the emergency and the filling of such a vacancy must be discussed with the Union. The discussion shall include the length of the temporary need and any other particulars about the vacancy.
- g) Employees must apply within the posting period to be considered under Section 7.5 above.

7.6 The following shall apply to all School Health Nursing assignments:

- a) Every three (3) years School Health Nurse shall bid on assignments. The bidding procedure will begin in June. The effective date of any change shall start two (2) weeks prior to school opening. Bidding commenced in 1986 and will continue every three (3) years thereafter.
- b) Assignments shall be filled based on Bargaining Unit Seniority. Everything being relatively equal, Bargaining Unit Seniority shall prevail.
- c) Bidding: For the purposes of bidding, School Health Nurse will bid every three (3) years based on Bargaining Unit Seniority.

7.7 Should a vacancy in an assignment occur during the year the following shall apply:

- a) The position may be filled on a temporary basis until two (2) weeks before the start of school.
- b) On June 1, of non-bidding years, open positions/assignments shall be posted and assignments shall be awarded as written in Section 7.5.
- c) The new hire will go to the former assignment of the School nurse who is awarded the vacant position.

7.8 If a School nurse's assignment is eliminated and another assignment is available, that School nurse shall fill it temporarily until the end of the school year, then 7.5, 7.6 or 7.7 shall apply. If no assignment is available, the employer shall comply with Article 8, Layoff and Recall.

7.9 The parties have agreed that for the purposes of **bidding for assignments and vacancies only**, seniority shall be defined as the length of continuous employment in a CALU bargaining unit position in the City of Bridgeport covered under this collective bargaining agreement (i.e. Public Health Nurse or Nurse Practitioner). This clarification shall not be construed as to increase or decrease any current or future employee' benefits, bidding rights, or working conditions but shall mean that any employee hired into the bargaining unit after the date of ratification shall have their bidding seniority defined differently than their bargaining unit seniority

## **ARTICLE 8 - LAYOFF AND RECALL**

- 8.1** In the event the Employer makes a reduction of hours or lays off bargaining unit members the Employer shall notify the Union four (4) weeks in advance of the reduction or lay-off. The Employer shall give each Nurse affected a four-week written notice of such reduction or lay-off or pay in lieu thereof. The Union may request a meeting to avoid or mitigate said reductions or lay-off.
- 8.2** Seniority shall mean length of continuous employment with the CALU Bargaining Unit. Employees shall retain seniority status and recall rights for twenty-four (24) months following the date of layoff. If an Employee refuses recall to an open job or fails to report for work on such job at the time and day specified, he/she shall lose his/her right to further recall and such refusal or failure shall be treated as his/her resignation.
- 8.3** In the event that the Employer makes a reduction in the number of Employees covered by this Agreement, Employees with the least seniority will be laid off first, provided that the more senior Employees have the present ability to perform the work required. For the purpose of determining the order of layoff and recall only, all registered nurses in the unit will be treated as one seniority group. Seniority shall mean length of continuous employment with the Employer. Employees shall retain seniority status and recall rights for twenty-four (24) months following the date of layoff. If an Employee refuses recall to an open job or fails to report for work on such job at the time and day specified, he/she shall lose his/her right to further recall and such refusal or failure shall be treated as his/her resignation.

## **II. MANAGEMENT AND THE WORK PLACE**

### **ARTICLE 9 - MANAGEMENT RIGHTS**

- 9.1** Except as expressly modified or restricted by the specific provision of this agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the City, including, but not limited to the rights to recruit, select, train, promote, discipline, transfer, layoff, and discharge personnel; determine the number and type of positions and organizational structure required to provide City services; define the duties and responsibilities of each position and of the department; acquire and maintain essential equipment and facilities required to conduct the City's business of providing City services; exercise complete control over its organization and the technology of performing its work; establish and amend policy, procedures, rules and regulations regarding employee standards of conduct and the manner in which work is performed; perform the tasks and exercise the authorities granted by statute, charter and ordinance to municipal corporations. The City's failure to exercise any right, prerogative, or function hereby reserved to it, or the City's exercise of any such right, prerogative, or function hereby reserved to it, or the City's exercise of any such a right, prerogative or function in a particular way, shall not be considered a waiver of the City's right to exercise such a right, prerogative or function or preclude it from exercising the same in some other way not in conflict with express provisions of this agreement. The City shall not exercise its management rights in violation of this obligation under MERA (The Connecticut Municipal Employee Relations Act. C.G.S. #7-467, et seq).

The above rights, responsibilities and prerogatives are inherent in the Common Council of the City of Bridgeport and its Mayor, by virtue of statute, ordinance or charter provisions, and may be subject to grievance or arbitration proceedings only as specifically provided for in this Agreement.

### **ARTICLE 10 - HOURS OF WORK**

- 10.1** The normal hours of work for the Public Health Nurses and School Health Nurse will be as follows: 8:00 AM to 3:30 PM - Monday through Friday.  
The normal hours for the Clinics will be as follows: 8:00 AM to 3:30 PM - Monday through Friday.  
Nurses will have a one-half (1/2) hour lunch period, not to be used for travel nor any other work duties.
- 10.2** The overtime rate for all Employees covered by this Agreement will be time and one-half the regular hourly rate for all hours worked in excess of the normal working hours.

- 10.3 School Health Nurses will switch to the education calendar (186 days), they will move to this work schedule at the end of the 2009 school year (June 24).

## ARTICLE 11 - NEGOTIATIONS AND CONFERENCES

- 11.1 The City agrees that the members of the Union's Negotiating Committee engaged during normal work day negotiations or special conferences on behalf of the Union with the City during the term of this Agreement, shall be entitled to release time, within reason, without loss of salary. The Union also agrees to meet for purposes of negotiation on off-duty time at least to the same extent as the released time.
- 11.2 Not more than five (5) nurses, 1 from clinic, 4 school nurses, representing the Union shall be released at the same time.

## ARTICLE 12 - GRIEVANCE PROCEDURE

- 12.1 A grievance shall be defined as a dispute which may arise over the interpretation, application or meaning of this Agreement, or any alleged breach thereof, and shall be processed and disposed of in the following manner:

**Step 1.** The aggrieved Employee, who shall be represented by a representative of the Union, shall present the facts to his/her immediate supervisor within ten (10) working days of the date on which the grievance or dispute arose or within ten (10) days of the time the Employee knew of the grievance or dispute. The immediate supervisor shall render his/her decision to the Employee and the Union representative within five (5) working days from the date the grievance was presented.

**Step 2.** If the grievance is not resolved in Step One, the Union representative shall reduce the grievance to writing within five (5) working days and present it to the department head. It shall include:

- a. A statement of the grievance and the facts involved.
- b. The remedy requested.

The department head shall arrange a meeting, with all the parties concerned present, to review the facts. The department head shall notify the Employee and the Union representative of his/her decision, in writing, within five (5) working days from the date the grievance was submitted to him/her.

**Step 3.** If a grievance is not resolved at Step Two, the Union representative shall present it to the Office of Labor Relations within five (5) working days after the decision of the department head is received. If requested by the Union, the Office of Labor Relations shall meet with interested parties no later than five (5) working days after the receipt of the grievance and in any

case shall render his/her decision in writing within ten (10) days of receipt of the grievance.

**Step 4.** If the Union is not satisfied with the decision rendered in Step Three, it shall notify, in writing, the Office of Labor Relations within fifteen (15) working days after receipt of the decision that it intends to submit the grievance to arbitration; and shall simultaneously file notice of appeal with the American Arbitration Association which shall act on such request in accordance with its rules and procedures. Said arbitration panel shall be limited to the expressed terms of the contract and shall not have the power to modify, amend or delete any terms or provisions of this contract.

Any such grievance shall be submitted first to the Union President. If not satisfactorily resolved within two (2) weeks of its submission, the City may submit the grievance to the American Arbitration Association.

The decision rendered by the American Arbitration Association, regardless of the initiating party, shall be final and binding on the parties. It is mutually understood and agreed that no probationary Employee at the entrance level shall have access to the grievance procedure where the issue is one of his/her discipline or discharge, and no probationary Employee in any promotional classification shall have access to the grievance procedure where the issue is one of his/her demotion.

A grievance initiated by the employer shall be processed in the same manner as above but may be initiated at Step 2 by submitting the grievance to the Union Representative.

- 12.2 Any disposition of a grievance from which no appeal is taken within the time limits specified herein shall be deemed resolved and shall not thereafter be considered subject to the grievance and arbitration provisions of this Agreement.
- 12.3 A grievance which affects a substantial number or class of Employees, and which the Employer representative designated in Steps 1 and 2 lacks authority to settle, may initially be presented at Step 3 by the Union Representative.

### **ARTICLE 13 – DISCIPLINARY ACTION**

- 13.1 The City shall have the right to maintain discipline and efficiency and shall have the right to discharge, suspend, or discipline an Employee for just cause.
- 13.2 The City will notify the Union in writing of any discharge or suspension by mailing notice of discharge or suspension within forty-eight (48) hours from the time of discharge or suspension. Said notice shall be sent to the Union Office by First Class Mail or e-mail with a copy to the Union president(s), and notice shall be considered given on the date mailed. If the Union desires to contest the discharge or suspension, it shall give written notice thereof to the

City within ten (10) working days from the date of receipt of notice of suspension or discharge. In such event, the dispute shall be submitted and determined under the grievance and arbitration procedures hereinafter set forth, however, commencing at Step 3 of the grievance machinery.

**13.3** All time limits herein specified shall be deemed exclusive of Saturdays, Sundays, and Holidays.

**13.4 (a)** In the case of an employee who has received a verbal warning and where a period of one (1) year has elapsed without the employee's having received any further discipline, or in the case of an employee who has received a written warning and where a period of eighteen (18) months has elapsed without the employee's having received any further discipline, the City shall, upon request, remove the aforesaid warning from the employee's file.

**(b)** Nothing which might result in disciplinary action shall be placed in an employee's file without the employee's knowledge. Employees shall have the right to review and grieve any material if it is placed in their personnel file. No uninvestigated note, memo or complaint which might result in disciplinary action shall be permitted in the personnel files of bargaining unit members

#### **ARTICLE 14 - DRUG TESTING**

**14.1** The City reserves the right to conduct drug and alcohol testing as provided in Connecticut General Statutes, Section 31-51t through 31-51bb, inclusive excluding Section 31-51v. The drug and alcohol testing policy for those Employees required to have a CDL shall be incorporated by reference. The City shall provide the Union with thirty (30) days notice prior to implementing drug and alcohol testing.

### III. MONATARY PAYMENTS

#### ARTICLE 15 - SALARIES

- 15.1 Negotiated wage increases summarized below and calculated wage tables are attached as Appendixes A.

Effective Date	Increase	Retroactivity
7/1/2019	2.0%	None
7/1/2020	2.0%	Retro to 7/1/2020
7/1/2021	2.0%	Retro to 7/1/2021
7/1/2022	2.0%	N/A
7/1/2023	2.0%	N/A
7/1/2024	2.0%	N/A

All increases are across the board and on all steps; retroactive wage increases for 7/1/2020 and 7/1/2021, to be made as a lump sum payment upon ratification of contract.

- 15.2 Compensation of three hundred and fifty (\$350) dollars annually shall be granted to a Public Health Nurse and School Health Nurse having sixty (60) or more credits towards a BS Degree in nursing, public health or a directly related nursing field from an accredited school. This benefit shall not be available to employees hired after the ratification date of this 2019-2025 CBA.
- 15.3 a) Compensation of five hundred (\$500) dollars annually over and above the annual salary shall be granted to nurses having a BS Degree in nursing, public health or a directly related nursing field from an accredited school.
- b) Compensation of six hundred (\$600) dollars annually shall be granted to nurses having a Master's Degree in nursing, public health or directly related nursing field from an accredited school. These sums are payable in a lump sum to those eligible on or about October 1, of each year.
- c) The benefit specified in a) and b) above shall not be available to employees hired after the ratification date of this 2019-2025 CBA.
- 15.4 School Nurses who bid to work at schools during the summer will receive a rate of \$37.50 per hour. Bidding for this work will be based on seniority.
- 15.5 All personnel shall be advanced within the salary range in accordance with the established practice.
- 15.6 Educational qualifications and previous experience shall be taken into consideration in determining the starting salary for new Employees. A nurse who has been actively engaged in the nursing profession, upon being hired, shall be given credit for such experience in the following manner:

- a) If the experience has been in the public health field, is of a character satisfactory to the City, the Public Health Nurse and School Health Nurse shall be hired on Step II.
  - b) Department Heads may, with the approval of the Director of Labor Relations, hire a Nurse Practitioner at a higher step above entry level.
- 15.7 A part-time Employee shall be defined as an Employee who works nineteen (19) hours a week or less.
- 15.8 All Nurses will be paid by direct deposit. The pay schedule for the Nurses will remain 52 weeks. Direct Deposit shall be mandatory for all employees covered by this agreement effective 7/1/2016.
- 15.9 **Longevity** - Effective July 1, 2005, each employee who has or will have five (5) or more years of continuous municipal service, of said contract year, shall receive an annual payment calculated by multiplying the sum of seventy (\$70) dollars by the number of years of such completed service.
- Such payment shall not exceed eighteen hundred dollars (\$1,800) per annum.
- 15.10 Any employee covered by this CBA who separates employment with the City for any reason between the date of ratification and the date the retroactive pay raises are issued will receive their full retroactive pay at the same time checks are issued to active employees.

## ARTICLE 16- REIMBURSEMENT

Nurses shall be reimbursed for any vandalism, theft, or theft of personal property from or to automobiles used in the course of their duties for the amount of the loss or deductible amount, whichever is less.

## ARTICLE 17 - TUITION REIMBURSEMENT

- 17.1 The City and the Union has mutual recognition of the advantages to the City for Employees to continually improve themselves through additional training and education programs, agree as follows:
- a) The City shall reimburse each employee for the cost of tuition up to two hundred (\$200) dollars per credit for undergraduate courses and two hundred (\$200) dollars per credit for graduate level courses plus the cost of books and all registration, lab and other fees related to the course. Payment shall be made within sixty (60) days of submission of their cost to the labor negotiator and upon satisfactory completion at a Grade C or better for each course or a pass grade in a pass/fail course, at an accredited college or university in subject taken towards advanced degrees in nursing or directly related nursing field. Each employee will be limited to nine (9) credits per fiscal year. The employee must apply and obtain written approval of the City's Labor Relations Director in advance of



enrollment. Such approval shall be limited to whether or not the employee's request complies with the standards set forth within this article and shall not be unreasonably withheld.

Effective July 1, 2022, the tuition reimbursement expenditures shall be reduced and capped at one thousand (\$1,000) dollars per fiscal year for the bargaining unit.

The employee agrees to remain in City employment for a period of one year upon approval of the courses. If the employee leaves prior to one year, he/she will reimburse the City for any tuition received for that specific course. The City will then credit the tuition account so that these funds may be used by another member.

- b) All employees intending to take advantage of the tuition reimbursement program shall submit to their appropriate department supervisor, thirty days prior to the beginning of the fall or spring semester, the course title, a description of the college course, tuition costs, and any other associated costs. All applications will be reviewed and each eligible applicant will have their first selected course paid for subject to 17.1 (a). After the first round of applications, any additional tuition costs, courses, books or fees related to the course, will be paid up to nine (9) credits. Also, in the event that any money is not used, then said sum shall revert back to the City.

If at the end of any fiscal year the \$1,000 cap on tuition reimbursement has not been reached, then employees who have previously gotten reimbursement in that fiscal year will receive reimbursement for any amounts they have expended for tuition in that fiscal year, which were not reimbursed. Such amounts will be distributed prorated to eligible employees if necessary but will not, in any event, exceed the tuition payment actually expended by the employee over and above the amount previously reimbursed or exceed the unit cap. In the event that any money is not used, then said sum shall revert back to the City.

- c) Appropriate application and reimbursement forms shall be provided by the City, through the department supervisor.

## IV. BENEFITS

### ARTICLE 18 – HEALTH BENEFITS, LIFE INSURANCE AND RETIREMENTS

18.1 The City shall provide and pay for Health Benefits for all employees and their enrolled eligible dependents as follows:

- a) "Medical and Prescription Drug Benefits" in accordance with the Connecticut Partnership Plan 2.0 a summary of which is annexed to this as Appendix B.
- b) Twenty-five (\$25.00) dollar deductible CIGNA Dental Plan, or its equivalent, excluding orthodontia (the "Dental Plan").
- c) Vision Service Plan, or its equivalent, as outlined and attached hereto as Appendix C.

18.2 The City will provide and pay for the cost of a Group Life Insurance Policy in the amount of twenty-five thousand (\$25,000) dollars with accidental death and dismemberment for all employees.

18.3 Employees who meet the benefits eligibility requirements specified in this article and retire prior to the first day of this Agreement, and their surviving spouses, if any, will receive Medical and Prescription Drug Benefits as defined in the plans in existence under the contract which governed their retirement (or such alternative coverage as they have accepted) and make contributions to coverage, if any, in accordance with such contract(s). For purpose of this Article "retiree" shall mean:

**A** - For employees hired on or before 6/30/2012 who: (1) have completed fifteen (15) years of continuous municipal service and are age fifty five (55) or who have completed twenty-five (25) years of continuous municipal service regardless of age; and (2) are eligible to receive full pension benefits in accordance with the retirement qualification provisions of Connecticut Municipal Employee Retirement System (CMERS);

**B** - For employees hired on or after 7/1/2012 but before 7/1/2016: at retirement will only be eligible for health benefits upon retirement if they have a minimum of twenty-five (25) years of continuous service.

**C** - Regardless of the date of hire, retirees must accept Medicare Part B coverage if eligible.

18.4 **Retiree medical** - For benefits eligible employees, and their surviving spouses, if any, who retire on or after the first day of this Agreement and prior to the expiration of this Agreement, the City will provide and pay for benefits under the Medical Plan or a supplemental plan to Medicare Part B offering benefits equal to the Medical Plan and the Prescription Drug Plan. The cost of retiree medical benefits for such retirees, and their surviving

spouses, shall be frozen at the dollar amount for employee health benefits on the day they retired. Coverage for surviving spouses shall terminate upon remarriage.

- 18.5** Whenever an employee covered by this agreement is suspended, all health benefits and insurance shall be provided throughout the period of suspension.
- 18.6** The City may offer the privilege of choosing an alternative health care carrier and/or administrator and/or plans in lieu of the City's Plan as set forth in Section 18.1 of this Article. Enrollment periods shall be annually in May of each year. For employees electing the alternative, the City shall remit monthly to the Plans in an amount up to but not to exceed that which the City pay for the City's Plan Insurance as specified in Section 18.1 of this Article. If the cost for the alternative is greater than the amount the City would have paid or contributed had the employee not elected such plan, then the City agrees to deduct from the employee's pay, upon receipt of a written authorization from the employee, the additional amount required for full payment of the alternative cost.
- 18.7** The City shall be permitted to substitute insurance or benefits arrangements from any source for the Plans provided for in Section 18.1 of this Article. Such substitutions shall be permitted if the substituted coverage offers benefits and methods of administration, processing, and payment of claims at least equal to those specifically provided for in Section 18.1 of this Article. Before the City may substitute, it must negotiate the substitution with the Union. If the Union does not agree to the substitution, the City must claim the matter for arbitration in accordance with single member panel rules of the American Arbitration Association. The Arbitrator will order the substitution, if after weighing the total benefits and methods of administration, processing and payment of claims offered by the City's proposal against the total benefits and methods of administration, processing and payment of claims offered by the Plan specified in Section 18.1 of this Article, he/she finds that the average bargaining unit member will, on an overall basis, benefit at least as well under the proposed substituted coverage. Nothing herein shall require the City to propose total substitutions for the coverage provided in Section 18.1 of this Article and substitution may be proposed for any one or more of the specified coverages.
- 18.8** The City shall provide a payment of two thousand (\$2,000) dollars in lieu of the benefits described in Article 18.1 for employees who waive such coverage.
- 18.9** The City, at its option, may change carriers for the insurance or the method of providing the health benefits in this Article, provided the benefits are equal to or better than, in all benefits, in the manner of payments, services and procedures for payment.

The parties shall continue to work through the Labor Management Cooperative Committee on health care, which may modify but not substantially change the health benefits as provided herein.

**18.10 Premium Cost Share (PCS) contributions** - Each active employee and each employee who has retired or will retire on or after the first day of this Agreement and before the expiration of this Agreement shall contribute a percentage as described below of the Premium Cost for Medical and Prescription Drug Benefits. For purposes of this Section, and wherever applicable elsewhere in this Article, "Premium Cost" shall be defined as either the actual premium cost paid for such coverage or if the City does not pay an actual premium cost, then the pseudo premium cost as developed by an independent third-party administrator for purposes of establishing premiums pursuant to the Consolidated Omnibus Budget Reconciliation Act ("COBRA").

(a) Employees hired on or before 6/30/2012 will have their PCS percent capped at twenty-five percent (25%) throughout their employment and into retirement.

(b) Within 21 days of the date when this CBA is ratified, all active members will have their PCS contributions reset to 25%. Going forward, members of the Union who were hired on or after July 1, 2012 shall pay a PCS contribution for their health care insurance according to the following schedule:

Within 21 days of ratification	25%
July 1, 2022	26%
July 1, 2023	27%
July 1, 2024	28%
PCS contributions shall increase by 1% per year on July 1st of each year, until a cap of 33 1/3 % is reached	

Said premium contribution shall be the above-listed amount regardless of the coverage category of employee only, employee plus one, or employee plus family

**18.11** Employees hired on or after 7/1/2012 but before 7/1/2016 will only be eligible for health benefits upon retirement if they have a minimum of twenty-five (25) years of service. (No more fifteen (15) years plus age fifty-five (55)).

**18.12** Employees hired on or after July 1, 2016 shall not be eligible for post-employment health benefits.

**18.13 a)** The City has implemented and shall maintain a cafeteria plan pursuant to Section 125 of the Internal Revenue Code for all active employees

so as to facilitate deduction of the amount contributed for health benefits and for childcare from the gross income of the employee for tax purposes.

**b)** As an alternative to the current health and/or insurance benefits, the City may offer an employee benefits cafeteria plan which allows the employee to select from a specific list of benefits up to a yearly dollar amount as agreed; the details of which shall be subject to reopener negotiations at the request of either party. Participation in the plan shall be voluntary.

**18.14 a)** For employees hired prior to July 1, 2016, who meet the eligibility requirements for post-employment health benefits who retire during the term of this contract and their surviving spouses, if any, the City shall provide and pay for the same benefits for medical care (excluding vision and dental coverage) as provided for the active employees as the same may, from time to time, be modified under future collective bargaining agreements or, if eligible and appropriate due to age, and the Medicare Supplement Plan to the extent needed. Retired employee contributions shall be equal to the dollar amount of such contributions at retirement and shall be fixed at such dollar amount throughout retirement.

**b)** If any employee who meets the eligibility requirements for post-employment health benefits, retires on or after June 30, 1999 shall have available coverage for Medical Benefits through subsequent employment of the retiree or through the retiree's spouse ("Alternative Coverage"), such retiree shall apply for, and if eligible obtain, such Alternative Coverage provided that the Alternative Coverage shall not exceed in premium costs and/or contribution to the retiree the cost which the retiree would have paid to the City for Medical Benefits coverage except as provided below. The retiree shall not take advantage of any buy-out program in lieu of the Alternative Coverage. The retiree and the retiree's spouse shall remain in the City's Plan even if Alternative Coverage is obtained, but the City's Plan shall remain secondary to the Alternative Coverage so long as it is available. In the event the retiree shall not be eligible for Alternative Coverage or the retiree's premium cost and/or contribution would be more than the retiree's payment for the City's Plan and the City shall not have exercised an option to reimburse the retiree or surviving spouse for such additional cost, the Medical Benefits provided by the City of Bridgeport shall become primary for the retiree and the retiree's spouse. The retiree and the retiree's spouse who have Alternative Coverage to which they must contribute shall not be required to contribute to the City's coverage to the extent of such contribution.

**18.15 Flu Shot** – Annual flu shot paid by employer. (Appendix B – Medical Insurance)

## **ARTICLE 19 – RETIREMENT**

All employees shall be covered by the Connecticut Municipal Employees Retirement System (CMERS)

## **V. HOLIDAYS AND LEAVES**

### **ARTICLE 20 - HOLIDAYS**

- 20.1** The following shall be paid holidays: New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Juneteenth (effective 1/1/2022), Fourth of July, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day, and any holiday officially proclaimed as such by the President of the United States, Governor of the State of Connecticut, or the Mayor of the City of Bridgeport.
- 20.2** Employees shall not normally be required to work on any of the aforesaid holidays and shall receive their full weekly salary in each week in which such holidays may occur.
- 20.3** If any such holiday falls on a Sunday, the following Monday shall be deemed the holiday. If any such holiday falls on a Saturday, the preceding Friday shall be deemed the holiday.
- 20.4** If any such holiday shall occur during the vacation of any Employee, the Employee shall receive an additional day's vacation in lieu thereof.
- 20.5** Any Employee on sick leave on any such holiday shall receive his/her regular pay for such day, and the same shall not be charged against his/her accumulated sick leave.

### **ARTICLE 21 - VACATIONS**

- 21.1** Only twelve (12) month employees accrue vacation time.
- 21.2** Employees with continuous municipal service of less than one (1) year shall receive one (1) day of vacation pay for each month of such continuous service, but not to exceed one (1) calendar week in the contract year such services are rendered. In each contract year, any Employee with one (1) or more years of such municipal service, but less than five (5) years of such service, shall receive two (2) weeks vacation with pay. In each contract year any Employee with five (5) or more years of continuous municipal service, but less than ten (10) years of such service, shall receive three (3) weeks of vacation with pay. In each contract year, any Employee with ten (10) or more years of continuous municipal service, but less than twenty (20) years of such service, shall receive four (4) weeks of vacation with pay. Any Employee with twenty

(20) or more years of continuous municipal service shall receive five (5) weeks vacation with pay.

**21.3 A)** School Nurses will not be required to work during the Christmas recess when schools are not in session. However, such recess shall not exceed five (5) days, exclusive of Christmas Day and New Year's Day.

**B)** Current incumbents<sup>1</sup> in Public Health Nurse positions (Clinic and APRN) will be grandfathered into the benefit specified in **A)** above. New occupants of these positions – from any source – will not be eligible for this benefit. These incumbents can be ordered in to work during Christmas week or any portion thereof at the discretion of the Health Director and paid at the negotiated 1.5X overtime rate.

**21.4** School Nurses will not be required to work on any day when schools are closed because of weather conditions, except that when schools are closed for energy saving purposes, School Nurses will be required to work.

**21.5** Time for vacations shall be granted on the basis of Bargaining Unit Seniority.

**21.6 a)** Employees covered by this Agreement may exercise the option of carrying over only one (1) week of unused vacation time from one (1) contract year/vacation year to the next contract/vacation year.

**b)** Employees with two (2) weeks vacation may exercise the option of carrying over one (1) week of unused vacation time from one (1) vacation year to the next vacation year, but are not eligible for the option of payout for unused vacation time.

**c)** Employees with three (3) weeks or more vacation in addition to the carryover option set forth in in (b) above, may elect to work one (1) vacation week at their regular weekly compensation and to receive, in addition, vacation pay for that week worked. An employee eligible for both carryover and payout options may elect to take one or both options in any contract year/vacation year. Each employee must take at least one week actual vacation.

**d)** Employees with four (4) weeks or more weeks vacation, in addition to the carry over option set forth in (b) above, may elect to work two (2) vacation weeks at the regular weekly compensation and to receive, in addition, vacation pay for those weeks worked. An employee eligible for both carry over and payout options may elect to take one or both options in any contract year/vacation year. Each employee must take at least one week actual vacation.

**e)** Employees who have not carried over from the prior year who elect the payout option will be paid in accordance with the current contract

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<sup>1</sup> Deirdre Gruber, Kristina Norko-Agapito, Zilka Lebron and Migdalia Muniz

year/vacation year salary. An employee who has carried over a week from the prior year and then elects the payout option shall be paid at a rate equal to such employee's salary at the end of the prior vacation year. All payouts shall be paid to the employee at the end of the vacation year, on or about April 1<sup>st</sup>, in which the election is made.

- 21.7** For the purposes of this Article, vacation may start and end on any day with prior approval of the appropriate department. Such approval shall not be unreasonably withheld.

## **ARTICLE 22 - LEAVE PROVISIONS**

### **22.1 Sick Leave.**

- a)** "Effective July 1, 1995, Employees hired prior to July 1, 1995 shall earn fifteen (15) sick days per year. Sick days shall be earned at one and a quarter (1.25) days per month. Those Employees hired after July 1, 1995, shall earn ten (10) sick days per year to be allotted in the following manner: five (5) on July 1st and five (5) on January 1st of each year. Employees hired prior to those days shall receive a projected prorated share of full month's service between hire date and July 1st or January 1st, whichever comes sooner.
- b)** Effective July 1, 1992, unused sick leave may be accumulated up to a maximum of two hundred and fifteen (215) days.
- c)** Any Employee absent from duty because of an illness or injury covered by the City of Bridgeport Workers' Compensation shall not be considered on sick leave.
- d)** A medical certificate acceptable to the appointing authority is required:
- i)** For frequent or habitual absence from duty or when, in the opinion of the appointing authority, there is reasonable cause for requiring such a certificate
  - (ii)** For a period of absence consisting of more than five (5) working days.
- e)** Upon retirement, Employees shall receive a pay out equal to fifty (50%) percent of accumulated days to a maximum of two hundred and fifteen (215) days. All sick time accumulated as of June 30, 1992, shall be paid upon retirement at eighty-five (85%) percent of the maximum accumulation of one hundred and eighty-five (185) days at the value of the Employee's hourly and daily rate on that date unless used prior to retirement.

Upon the death of an Employee who has twenty (20) or more years of service, the amount of sick leave time shall be payable, as computed above, to his/her



beneficiary, as designated by the Employee under the terms of the Connecticut Municipal Employees Retirement Fund.

f) Any nurse who is absent without authorized leave or without calling in as required under the current practice for five (5) days or longer, will be considered resigned from employment with the City of Bridgeport.

**22.2** Leave Provisions - A department head, with the approval of the Director of Labor Relations, may grant an employee a leave of absence without pay for a period not to exceed one (1) year, except as otherwise defined in this contract. No leave without pay shall be granted except upon written request of the employee and a declaration by that employee that he/she will serve the City for at least one (1) year after his/her return from such leave.

Whenever granted, such leave shall be approved in writing and signed by the department head and the Director of Labor Relations. Should the nature of the position require a permanent replacement, upon granting of the leave, the employee shall be notified of that. Upon returning from the leave the employee shall be placed in a substantially equivalent position in which he/she has demonstrated that he/she can perform effectively while in City service.

Failure on the part of an employee on leave to report promptly at its expiration, without good cause, shall be considered as a resignation.

In the event of hardship and with the approval of the Director of Labor Relations, a department head may grant a sixty (60) day extension of said leave but in no event shall any leave exceed a total of fourteen (14) months.

**22.3** (a) **Maternity Leave** - Any employee who becomes medically disabled due to pregnancy or medical complications related to pregnancy and is unable to perform her normally assigned duties shall submit a written statement from her physician indicating her present condition, the expected date of child birth, the nature of the medical disability, the limitations to which the disability imposes upon her ability to continue with her normally assigned duties, and the probable duration of the disability.

Any employee so medically disabled shall be granted any benefits provided for short term disabilities (which, during the duration of this contract there are none) and paid sick leave to the extent accrued, provided that such leave shall be granted only for the duration of such pregnancy or pregnancy disability.

Any employee medically disabled as a result of pregnancy and uses sick leave to the extent accrued shall be entitled to receive all compensation which has been accrued under the various provisions of this agreement, and upon returning to work, shall receive full credit for accumulated seniority, retirement, fringe benefits, and other service credits.

Any employee previously disabled as a result of pregnancy or medical complications related to pregnancy must return to her position when she is physically able to perform her duties. The City may require medical proof of any disability which it considers unduly long in duration.

b) Parental leave, shall, upon written request to the department head, be granted in six (6) month intervals up to a maximum of two (2) years upon the birth or adoption of a child or upon the serious illness of a child. A written request is required for each six (6) month period. Such request shall not be unreasonably denied. This leave is granted in addition to the sick leave taken pursuant to Section 22.3a. During each six (6) month parental leave period, employees shall (a) be allowed to continue the insurance coverage provisions provided by this Agreement at their own expenses, and (b) accrue seniority for all benefits thereto provided by this Agreement.

**22.4** Military Leave - Leave of absence for the performance of duty with the U.S. Armed Forces or with a Reserve Component thereof shall be granted in accordance with the applicable law.

**22.5** Education Leave - Employees with (2) or more years of continuous municipal service may request, in writing, from the department head and civil service, an unpaid educational leave for a period of time not to exceed one (1) year in duration. Such leave shall not be unreasonably denied provided, however, that the proper and efficient operation of the department shall be good cause for denial. During this leave period, if granted, and if requested in writing by the employee, the employee shall be allowed to continue to participate in City sponsored healthcare insurance programs as provided by this agreement at their own expense. Failure to pay any required premiums within 30 days of the payment due date shall result in cancellation of insurance coverage.

**22.6** Bereavement Leave - Each Employee shall be granted leave with pay in the event of a death in his/her immediate family. Such leave shall continue through and include the day of burial, except that in no event shall such leave be more than three (3) days. For purposes of this Article, the term "immediate family" shall mean and include the following: mother, father, mother-in-law, father-in-law, sister, brother, spouse, domestic partner, child, grandparent, grandchildren and foster parents. Any other bereavement leave or any extension of the above leave shall be charged to the Employee's sick leave account.

Each Employee shall, upon request, be granted leave with pay of one (1) day upon the death of an aunt, uncle, niece, nephew, son-in-law, daughter-in-law, sister-in-law or brother-in-law

**22.7** Personal Days - Employees covered by this Agreement shall be granted four (4) personal leave days, with pay, for personal business. A request for personal leave for which an Employee is eligible in conformity with the foregoing shall not be unreasonably denied, provided however, that the

proper and efficient operation of the department shall be good cause for denial. Such request must be made twenty-four (24) hours prior to the requested day(s) off except in an emergency.

Personal days which are unused will be credited to the Employee's sick leave account.

- 22.8** Family Medical Leave - As provided by the 1993 Family and Medical Leave Act (FMLA), and pursuant to the City's FMLA Policy, all eligible City of Bridgeport employees shall be entitled to time off in accordance with the applicable law.
- 22.9** Jury Duty Leave - Nurses shall be granted time off for jury duty.
- 22.10** Return from a Leave - An Employee returning to work from an approved leave, of one (1) year or less, or as otherwise allowed for within this contract, shall be reinstated to the same position held prior to the commencement of the leave, or to a position of like status and pay, provided such Employee has complied with the requirements of the hereinbefore leave provisions.

### **ARTICLE 23 - WORKERS' COMPENSATION SUPPLEMENT**

- 23.1** In the event that an Employee is required to be absent from work due to a job-related accident and, as a result thereof, has been determined to be entitled to compensatory Workers' Compensation payments pursuant to the state statute, such Employee shall be paid the difference between seventy-five (75%) percent of that Employee's regular straight-time weekly earnings and the amount of the weekly Workers' Compensation pay for each of the fourth (4th) to thirteenth (13th) weeks during which the Employee is thus required to be absent from work.
- 23.2** Absence from work required by virtue of a job-related accident determined to be compensable under the Workers' Compensation statute shall not reduce the sick leave allowance of the Employee which has been accumulated pursuant to Article 22 of this Agreement.
- 23.3** Each employee injured or disabled as provided under this Article must choose from the list of health care providers for the City of Bridgeport Workers' Compensation Managed Care Plan, as may be modified from time to time.

As provided in Section 22.2 of Article 22, the maximum length of disability, for an accepted work related injury, shall not exceed twelve (12) months. The Director of Labor Relations may extend this period when there are extenuating circumstances and the anticipated return date is within a specified time not to exceed an additional sixty (60) days.

- 23.4** Modified Duty - If an Employee on workers' compensation has a modified or restricted work capacity, the City may, in its discretion, request the Employee return to a modified duty position. Such work shall be within the

restrictions outlined by the treating medical provider. The employee shall receive his/her regular pay provided he/she works the same number of hours in his/her regular position, otherwise the salary shall be prorated depending on hours worked. The City shall endeavor to utilize the individual in a position where the work is similar to bargaining unit work. The City reserves the right to limit the available number of modified duty positions. These positions are intended to be temporary in nature, not to exceed three (3) months in duration, and prepare the employee to return to full duty. Nothing herein shall impair an employee's right to take leave provided by external law.

## **VI. MISCELLANEOUS**

### **ARTICLE 24 - NO DISCRIMINATION**

- 24.1** Neither the Employer nor the Union shall discriminate against or in favor of any Employee on account of race, color, creed, national origin, political affiliation, sex, age, marital status, union membership, sexual orientation or disabilities.
- 24.2** Nothing in this agreement shall prohibit the City from taking steps to comply with the requirements of the Americans with Disabilities Act.

### **ARTICLE 25 - CONDITIONS OF EMPLOYMENT**

- 25.1** Appointment of Position
- a)** Confirmation of appointment, job description and salary shall be in writing and given to each Employee by the appointing authority.
  - b)** Personnel policies in effect shall be in writing and a copy available in the Office of Labor Relations, the Director of Health, Board of Education Human Resources, and a copy given to the Union Delegates.
- 25.2** A copy of the contract shall be available in the Office of Labor Relations, the Director of Health, Board of Education Human Resources Department, Supervisors and the Union Office.
- 25.3** Time for participation in educational institutes, workshops and meetings which will improve the individual's on-the-job performance shall be granted on a rotating basis, subject to the necessity for efficient operation of the respective department.
- 25.4** Educational seminars for all nurses are at the discretion of the appropriate department head.
- 25.5** The City agrees to provide a total of eight thousand (\$8,000) (\$7,500 Public Health Nurses and School Health Nurses, \$500 Nurse Practitioners) dollars

per year for the purpose of conducting in-service training for nurses and attending out of town conferences. An accounting of these funds will be provided to the Union upon request. A Management-Union Committee will be established to monitor the usage of these monies. The Management-Union Committee for nurses will consist of four (4) members, two (2) appointed by the Union and two (2) appointed by the City's Director of Health. At the end of each fiscal year, all unexpended funds will be returned to the City's general fund.

- 25.6** A Management-Union Committee will be established to meet regularly to discuss staffing issues and concerns related to necessary and adequate equipment, materials and training to all employees.
- 25.7** Labor Management Committee - The parties agree to meet and discuss issues of concern and importance to each. Such meetings will occur every quarter (or more often as agreed) and either party may submit items for discussion. The Employer and the Union shall each designate their own committee members, and the committee membership may vary from month to month based on the agenda items or for other reasons but will be capped at 5 bargaining unit members (1 from the clinic and 4 from the schools) if on work time.
- 25.8** For the purposes of resignation and rehiring:
- a)** A four (4) week written notice of resignation shall be given by any nurse wishing to resign. The Union shall be notified of any resignation of any bargaining unit member at the time of such resignation. A copy of the resignation letter shall be provided to the Union at the time that it is received by the City.
  - b)** Any nurse who resigns in good standing may, within six (6) months, request that the resignation be withdrawn and request reinstatement with Adjusted Seniority. For the purposes of validating a rescinded resignation, the letter rescinding the resignation must be notarized with the time and date of the request to rescind the resignation.
  - c)** If any employee withdraws their resignation within six (6) months, as provided for in this article, the City will forward a copy of the letter to rescind the resignation, and the request for reinstatement to the Union. The City shall, at the time it receives the request to rescind the resignation, provide to the Union and the employee a written response stating if a position is open, funded and available to be filled. The employee must be willing to immediately accept any such open position in order to secure Adjusted Seniority. The City shall state the date such employee is placed in any such open position. The City has no obligation to rehire if the position is not open and funded.
  - d)** If no position is available at the time the employee rescinds their resignation, they may be placed on a rehire list for not more than six (6)

months, making a total of not more than twelve (12) months from resignation to rehire with Adjusted Seniority.

- e) Adjusted Seniority shall be defined as Bargaining Unit Seniority less any break in service up to twelve (12) months, provided the employee has properly rescinded their resignation in compliance with the requirements of this Article. Employees who resign and have a break in service of more than twelve (12) months shall not be granted Adjusted Seniority as provided for in this article. Adjusted Seniority shall only apply in cases of resignation, that has been rescinded within six (6) months.
- f) The City may rehire former employees that do not qualify under the above language as newly hired. For the purposes of lay-off, recall, and bidding these employees shall be considered as new hires with a new seniority date.

**25.9** The City will provide indemnification and malpractice coverage, including claims and representation, to employees in accordance with statutory requirements.

In addition, such coverage shall include, but not be limited to, claims and representation dealing with HIV testing, transmissions, infection, and/or counseling, allegations of abuse or assault, and any other claims arising out of employment.

## **ARTICLE 26 - NURSES PERFORMING SUPERVISORY DUTIES- SPECIAL PROVISIONS**

Employees holding the classification Public Health Nurse and School Health Nurse will not be required to perform supervisory duties.

## **ARTICLE 27 – MISCELLANEOUS**

The City agrees to meet and consult with the Union before administering changes in the Department policies. Such consultations have the sole purpose of allowing input from the Union. In no way, however, is such input by the Union to be construed as in any way binding upon the City.

## **ARTICLE 28 - TERM AND SCOPE OF AGREEMENT**

This Agreement shall be effective July 1, 2019 and shall remain in effect through June 30, 2025 and shall be automatically renewed for successive twelve (12) month period, unless either party notifies the other in writing no more than one hundred fifty (150) days prior to the expiration of this Agreement. Within ten (10) days of the receipt of such notification by either party, a conference shall be held between the City and the Union Negotiation Committee for the purpose of discussing such termination, amendment or modification.

IN WITNESS WHEREOF, the Union and the City of Bridgeport have executed  
this Agreement this \_\_\_\_\_ day \_\_\_\_\_, 2021.

FOR THE CITY

FOR THE UNION

\_\_\_\_\_  
Joseph P. Ganim                      Date  
Mayor

*Kristina Agapito*                      11/8/21  
\_\_\_\_\_  
Kristina Agapito                      Date  
Connecticut Association of Labor Unions

*Eric Amado*                      11/29/2021  
\_\_\_\_\_  
Eric Amado                      Date  
Director of Labor Relations

## APPENDIX A – Wage Plan July 1, 2019

### Public Health Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Increase
7/1/2018	\$ 62,834	\$ 64,982	\$ 66,413	\$ 67,875	\$ 69,203	
7/1/2019	\$ 64,091	\$ 66,282	\$ 67,741	\$ 69,233	\$ 70,587	2.0%
7/1/2020	\$ 65,372	\$ 67,607	\$ 69,096	\$ 70,617	\$ 71,999	2.0%
7/1/2021	\$ 66,680	\$ 68,959	\$ 70,478	\$ 72,029	\$ 73,439	2.0%
7/1/2022	\$ 68,014	\$ 70,339	\$ 71,888	\$ 73,470	\$ 74,908	2.0%
7/1/2023	\$ 69,374	\$ 71,745	\$ 73,325	\$ 74,939	\$ 76,406	2.0%
7/1/2024	\$ 70,761	\$ 73,180	\$ 74,792	\$ 76,438	\$ 77,934	2.0%

### School Health Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	
7/1/2018	\$ 57,485	\$ 59,450	\$ 60,759	\$ 62,097	\$ 63,312	
7/1/2019	\$ 58,635	\$ 60,639	\$ 61,974	\$ 63,339	\$ 64,578	2.0%
7/1/2020	\$ 59,807	\$ 61,852	\$ 63,214	\$ 64,606	\$ 65,870	2.0%
7/1/2021	\$ 61,004	\$ 63,089	\$ 64,478	\$ 65,898	\$ 67,187	2.0%
7/1/2022	\$ 62,224	\$ 64,351	\$ 65,767	\$ 67,216	\$ 68,531	2.0%
7/1/2023	\$ 63,468	\$ 65,638	\$ 67,083	\$ 68,560	\$ 69,902	2.0%
7/1/2024	\$ 64,737	\$ 66,950	\$ 68,425	\$ 69,931	\$ 71,300	2.0%

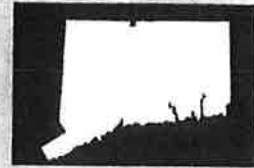
### Nurse Practitioner

	Step 1	Step 2	Step 3	Step 4	Step 5	
7/1/2018	\$ 91,081	\$ 95,930	\$ 98,065	\$ 100,003	\$ 101,988	
7/1/2019	\$ 92,903	\$ 97,849	\$ 100,026	\$ 102,003	\$ 104,028	2.0%
7/1/2020	\$ 94,761	\$ 99,806	\$ 102,027	\$ 104,043	\$ 106,108	2.0%
7/1/2021	\$ 96,656	\$ 101,802	\$ 104,067	\$ 106,124	\$ 108,230	2.0%
7/1/2022	\$ 98,589	\$ 103,838	\$ 106,149	\$ 108,246	\$ 110,395	2.0%
7/1/2023	\$ 100,561	\$ 105,914	\$ 108,272	\$ 110,411	\$ 112,603	2.0%
7/1/2024	\$ 102,572	\$ 108,033	\$ 110,437	\$ 112,620	\$ 114,855	2.0%





# CONNECTICUT PARTNERSHIP PLAN



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## ***A Great Opportunity for Very Valuable Healthcare Coverage***

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Welcome to the Connecticut (CT) Partnership Plan—a low-/no-deductible Point of Service (POS) plan now available to you (and your eligible dependents up to age 26) and other non-state public employees who work for municipalities, boards of education, quasi-public agencies, and public libraries.

*The CT Partnership Plan is the same POS plan currently offered to State of Connecticut employees. You get the same great healthcare benefits that state employees get, including \$15 in-network office visits (average actual cost in CT: \$150\*), free preventive care, and \$5 or \$10 generic drug copays for your maintenance drugs. You can see any provider (e.g., doctors, hospitals, other medical facilities) you want—in- or out-of-network. But, when you see in-network providers, you pay less. That's because they contract with Anthem Blue Cross and Blue Shield (Anthem)—the plan's administrator—to charge lower rates for their services. You have access to Anthem's State Bluecare POS network in Connecticut, and access to doctors and hospitals across the country through the BlueCard® program.*

When you join the CT Partnership Plan, the state's Health Enhancement Program (HEP) is included. HEP encourages you to get preventive care screenings, routine wellness visits, and chronic disease education and counseling. When you remain compliant with the specific HEP requirements on page 5, you get to keep the financial incentives of the HEP program!

Look inside for a summary of medical benefits, and visit [www.anthem.com/statect](http://www.anthem.com/statect) to find out if your doctor, hospital or other medical provider is in Anthem's network. Information about the dental plan offered where you work, and the amount you'll pay for healthcare and dental coverage, will be provided by your employer.

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\*Source: Healthcare Bluebook: [healthcarebluebook.com](http://healthcarebluebook.com)



BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Preventive Care (including adult and well-child exams and immunizations, routine gynecologist visits, mammograms, colonoscopy)	\$0	20% of allowable UCR* charges
Annual Deductible (amount you pay before the Plan starts paying benefits)	Individual: \$350 Family: \$350 per member (\$1,400 maximum)  <i>Waived for HEP-compliant members</i>	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay <i>after</i> you meet the Plan's annual deductible)	Not applicable	20% of allowable UCR* charges
Annual Out-of-Pocket Maximum (amount you pay before the Plan pays 100% of allowable/UCR* charges)	Individual: \$2,000 Family: 4,000	Individual: \$2,300 (includes deductible) Family: \$4,900 (includes deductible)
Primary Care Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Specialist Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Urgent Care & Walk-In Center Visits	\$15 copay	20% of allowable UCR* charges
Acupuncture (20 visits per year)	\$15 copay	20% of allowable UCR* charges
Chiropractic Care	\$0 copay	20% of allowable UCR* charges
Diagnostic Labs and X-Rays <sup>1</sup> ** High Cost Testing (MRI, CAT, etc.)	\$0 copay (your doctor will need to get prior authorization for high-cost testing)	20% of allowable UCR* charges (you will need to get prior authorization for high-cost testing)
Durable Medical Equipment	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)

<sup>1</sup> IN NETWORK: Within your carrier's immediate service area, no co-pay for preferred facility. 20% cost share at non-preferred facility. Outside your carrier's immediate service area: no co-pay.

<sup>1</sup> OUT OF NETWORK: Within your carrier's immediate service area, deductible plus 40% coinsurance. Outside of carrier's immediate service area: deductible plus 20% coinsurance.

(continued on next page)



BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Emergency Room Care	\$250 copay (waived if admitted)	\$250 copay (waived if admitted)
Eye Exam (one per year)	\$15 copay	50% of allowable UCR* charges
**Infertility (based on medical necessity)		
Office Visit	\$15 copay	20% of allowable UCR* charges
Outpatient or Inpatient Hospital Care	\$0	20% of allowable UCR* charges
**Inpatient Hospital Stay	\$0	20% of allowable UCR* charges
Mental Healthcare/Substance Abuse Treatment		
**Inpatient	\$0	20% of allowable UCR* charges (you may need to get prior authorization)
Outpatient	\$15 copay	20% of allowable UCR* charges
Nutritional Counseling (Maximum of 3 visits per Covered Person per Calendar Year)	\$0	20% of allowable UCR* charges
**Outpatient Surgery	\$0	20% of allowable UCR* charges
**Physical/Occupational Therapy	\$0	20% of allowable UCR* charges, up to 60 inpatient days and 30 outpatient days per condition per year
Foot Orthotics	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)
Speech therapy: Covered for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx	\$0	Deductible plus Coinsurance (30 visits per Calendar Year)
Medically necessary treatment resulting from other causes is subject to Prior Authorization	\$0 (30 visits per Covered Person per Calendar Year)	Deductible plus Coinsurance (30 visits per Calendar Year)

\*Usual, Customary and Reasonable. You pay 20% coinsurance based on UCR, plus you pay 100% of amount provider bills you over UCR.

\*\* Prior authorization required: If you use in-network providers, your provider is responsible for obtaining prior authorization from Anthem. If you use out-of-network providers, you are responsible for obtaining prior authorization from Anthem.

# Be the picture of health

Check out these programs and services to be your healthy best

## Need a doctor? Choose a State of Connecticut preferred doctor and save

When you see a Primary Care Physician (PCP) or specialist in your State of Connecticut preferred network (also referred to as Tier 1 in your health plan), there's no office visit copay. These doctors cost less than doctors outside of your plan.

- Visit [anthem.com/staect](http://anthem.com/staect) and choose **Find a Doctor**.
- Call the Enhanced Member Service Unit at 1-800-922-2232, for more information or to find out if your doctor is in Tier 1.

## Use Site-of-Service providers to get 100% coverage for lab tests, X-rays, and high-cost imaging

Site-of-Service (SOS) providers give you 100% coverage with a \$0 copay. Your plan will cover only 80% of the cost when you get these services from other providers.

- Call the Enhanced Member Service Unit at 1-800-922-2232 to learn more.

## Find support for mental health issues

If you or a family member needs mental health or substance use care or treatment, we have specialists and designated programs that can help and/or direct you to the type of care that you need.

- Call an Anthem Behavioral Health Care Manager at 1-888-605-0580.
- Visit [anthem.com/staect](http://anthem.com/staect).

## See a doctor, psychologist or therapist from home or work with LiveHealth Online

With LiveHealth Online you can see a board-certified doctor on your smartphone, tablet or computer with a webcam. Doctors can assess your health, provide treatment options and send a prescription to the pharmacy of your choice, if needed.<sup>2</sup> If you're feeling stressed, worried or having a tough time, you can see a licensed psychologist or therapist through LiveHealth Online Psychology. It's private and in most cases you can see a therapist within 4 days or less.<sup>3</sup>

- Learn more and enroll at [livehealthonline.com](http://livehealthonline.com) or use the free mobile app.

## How to find care right away when it's not an emergency

The emergency room shouldn't be your first stop — unless it's a true emergency (then, call 911 or go to the ER). Depending on the situation, there are different types of providers you can see if your doctor isn't available.

- Visit a walk-in doctor's office, retail health clinic or urgent care center.
- Have a video visit with a doctor through LiveHealth Online.
- Call 24/7 NurseLine at 1-800-711-5947 to speak with a nurse about symptoms or get help finding the right care.

## Get access to care wherever you go

If you travel out of Connecticut, but are in the U.S., you have access to doctors and hospitals across the country with the BlueCard® program. If you travel out of the U.S., you have access to providers in nearly 200 countries with the Blue Cross and Blue Shield Global Core® program.

- Call 1-800-810-BLUE (2583) to learn more about both programs. If you're outside the U.S., call collect at 1-804-673-1177.<sup>3</sup>

## It's easy to manage your benefits online and on the go

- Find a doctor, check your claims and compare costs for care near you at [anthem.com/staect](http://anthem.com/staect).
- Use our free mobile app (search "Anthem Blue Cross and Blue Shield" at the App Store\* or Google Play™) for benefit information and to show your ID card, get directions to a doctor or urgent care center and much more

## Customer service helps you get answers and much more

The State of Connecticut Enhanced Member Service Unit can give you information on benefits, wellness programs and services and everything mentioned in this flier.

- Call them at 1-800-922-2232.
- Visit [anthem.com/staect](http://anthem.com/staect).

<sup>1</sup> Designated as Tier 1 in our Find a Doctor tool. Eligible specialties include allergy and immunology, cardiology, endocrinology, ear nose and throat (ENT), gastroenterology, OB/GYN, ophthalmology, orthopedic surgery, rheumatology and urology.

<sup>2</sup> Prescription availability is defined by physician judgment and state regulations.

<sup>3</sup> Appointments subject to availability of therapist.

<sup>4</sup> Blue Cross Blue Shield Association website: Coverage Home and Away (accessed March 2019):

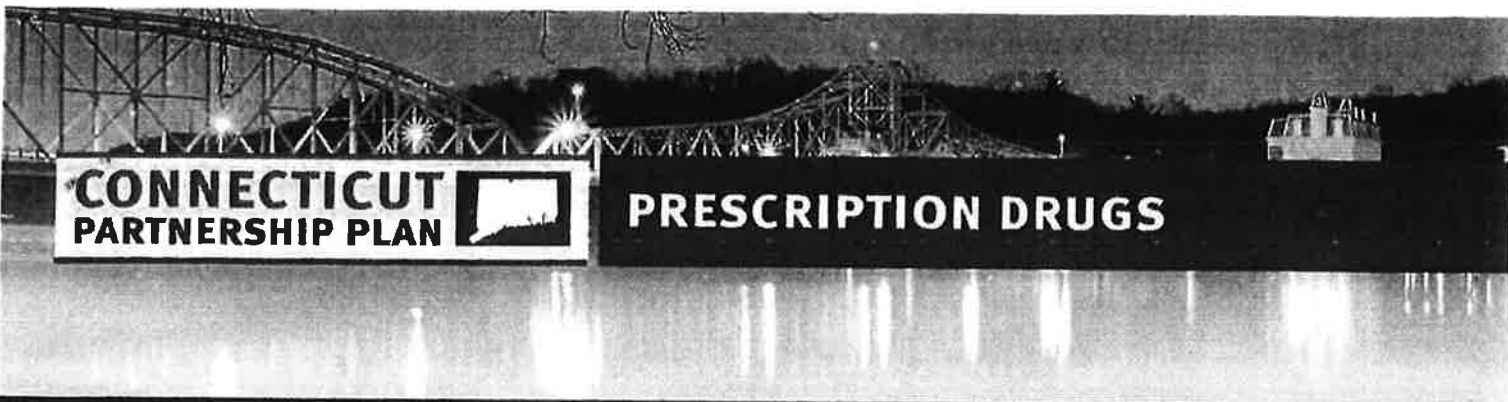
[bcbs.com/already-a-member/coverage-home-and-away.html](http://bcbs.com/already-a-member/coverage-home-and-away.html)

LiveHealth Online is the trade name of Health Management Corporation, a separate company, providing telehealth services on behalf

of Anthem Blue Cross and Blue Shield. Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. Independent

licensee of the Blue Cross and Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc. 59142CTMENABS Rev. 03/19





PRESCRIPTION DRUGS	Maintenance <sup>+</sup> (31-to-90-day supply)	Non-Maintenance (up to 30-day supply)	HEP Chronic Conditions
Generic (preferred/non-preferred)**	\$5/\$10	\$5/\$10	\$0
Preferred/Listed Brand Name Drugs	\$25	\$25	\$5
Non-Preferred/Non-Listed Brand Name Drugs	\$40	\$40	\$12.50
Annual Out-of-Pocket Maximum	\$4,600 Individual/\$9,200 Family		

+ Initial 30-day supply at retail pharmacy is permitted. Thereafter, 90-day supply is required—through mail-order or at a retail pharmacy participating in the State of Connecticut Maintenance Drug Network.

++ Prescriptions are filled automatically with a generic drug if one is available, unless the prescribing physician submits a Coverage Exception Request attesting that the brand name drug is medically necessary.

### ***Preferred and Non-Preferred Brand-Name Drugs***

A drug's tier placement is determined by Caremark's Pharmacy and Therapeutics Committee, which reviews tier placement each quarter. If new generics have become available, new clinical studies have been released, new brand-name drugs have become available, etc., the Pharmacy and Therapeutics Committee may change the tier placement of a drug.

If your doctor believes a non-preferred brand-name drug is medically necessary for you, they will need to complete the Coverage Exception Request form (available at [www.osc.ct.gov/ctpartner](http://www.osc.ct.gov/ctpartner)) and fax it to Caremark. If approved, you will pay the preferred brand co-pay amount.

### ***If You Choose a Brand Name When a Generic Is Available***

Prescriptions will be automatically filled with a generic drug if one is available, unless your doctor completes Caremark's Coverage Exception Request form and it is approved. (It is not enough for your doctor to note "dispense as written" on your prescription; a separate

form is required.) If you request a brand-name drug over a generic alternative without obtaining a coverage exception, you will pay the generic drug co-pay PLUS the difference in cost between the brand and generic drug.

### ***Mandatory 90-day Supply for Maintenance Medications***

If you or your family member takes a maintenance medication, you are required to get your maintenance prescriptions as 90-day fills. You will be able to get your first 30-day fill of that medication at any participating pharmacy. After that your two choices are:

- Receive your medication through the Caremark mail-order pharmacy, or
- Fill your medication at a pharmacy that participates in the State's Maintenance Drug Network (see the list of participating pharmacies on the Comptroller's website at [www.osc.ct.gov](http://www.osc.ct.gov)).



**CONNECTICUT PARTNERSHIP PLAN**

**HEALTH ENHANCEMENT PROGRAM**

The Health Enhancement Program (HEP) is a component of the medical plan and has several important benefits. First, it helps you and your family work with your medical providers to get and stay healthy. Second, it saves you money on your healthcare. Third, it will save money for the Partnership Plan long term by focusing healthcare dollars on prevention.

*Health Enhancement Program Requirements*

You and your enrolled family members must get age-appropriate wellness exams, early diagnosis screenings (such as colorectal cancer screenings, Pap tests, mammograms, and vision exams). Here are the 2020 HEP Requirements:

PREVENTIVE SCREENINGS	AGE						
	0 - 5	6-17	18-24	25-29	30-39	40-49	50+
Preventive Visit	1 per year	1 every other year	Every 3 years	Every 3 years	Every 3 years	Every 2 years	Every year
Vision Exam	N/A	N/A	Every 7 years	Every 7 years	Every 7 years	Every 4 years	50-64: Every 3 years 65+: Every 2 years
Dental Cleanings	N/A	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year
Cholesterol Screening	N/A	N/A	Every 5 years (20+)	Every 5 years	Every 5 years	Every 5 years	Every 2 years
Breast Cancer Screening (Mammogram)	N/A	N/A	N/A	N/A	N/A	1 screening between age 45-49	As recommended by physician
Cervical Cancer Screening	N/A	N/A	Pap smear every 3 years (21+)	Pap smear every 3 years	Pap smear only every 3 years or Pap and HPV combo screening every 5 years	Pap smear only every 3 years or Pap and HPV combo screening every 5 years	Pap smear only every 3 years or Pap and HPV combo screening every 5 years to age 65
Colorectal Cancer Screening	N/A	N/A	N/A	N/A	N/A	N/A	Colonoscopy every 10 years, Annual FIT/FOBT to age 75 or Cologuard screening every 3 years



*The Health Enhancement Program features an easy-to-use website to keep you up to date on your requirements.*



### ***Additional Requirements for Those With Certain Conditions***

If you or any enrolled family member has 1) Diabetes (Type 1 or 2), 2) asthma or COPD, 3) heart disease/heart failure, 4) hyperlipidemia (high cholesterol), or 5) hypertension (high blood pressure), you and/or that family member will be required to participate in a disease education and counseling program for that particular condition. You will receive free office visits and reduced pharmacy copays for treatments related to your condition.

These particular conditions are targeted because they account for a large part of our total healthcare costs and have been shown to respond particularly well to education and counseling programs. By participating in these programs, affected employees and family members will be given additional resources to improve their health.

### ***If You Do Not Comply with the requirements of HEP***

**If you or any enrolled dependent becomes non-compliant in HEP, your premiums will be \$100 per month higher and you will have an annual \$350 per individual (\$1,400 per family) in-network medical deductible.**

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Care Management Solutions, an affiliate of ConnectiCare, is the administrator for the Health Enhancement Program (HEP). The HEP participant portal features tips and tools to help you manage your health and your HEP requirements. You can visit [www.cthep.com](http://www.cthep.com) to:

- View HEP preventive and chronic requirements and download HEP forms
- Check your HEP preventive and chronic compliance status
- Complete your chronic condition education and counseling compliance requirement
- Access a library of health information and articles
- Set and track personal health goals
- Exchange messages with HEP Nurse Case Managers and professionals

You can also call Care Management Solutions to speak with a representative.

**Care Management Solutions**

(877) 687-1448 Monday – Thursday, 8:00 a.m. – 6:00 p.m. Friday, 8:00 a.m. – 5:00 p.m.

[www.cthep.com](http://www.cthep.com)



**CONNECTICUT  
PARTNERSHIP PLAN**



**YOUR BENEFIT RESOURCES**

*Office of the State Comptroller, Healthcare Policy & Benefit Services Division*

[www.osc.ct.gov/ctpartner](http://www.osc.ct.gov/ctpartner)

860-702-3560

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*Anthem Blue Cross and Blue Shield*

[www.anthem.com/statedct](http://www.anthem.com/statedct)

Enhanced Dedicated Member Services: **1-800-922-2232**

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*Caremark (Prescription drug benefits)*

[www.caremark.com](http://www.caremark.com)

1-800-318-2572

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*Health Enhancement Program (HEP) Care Management Solutions  
(an affiliate of ConnectiCare)*

[www.cthep.com](http://www.cthep.com)

1-877-687-1448

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For details about specific plan benefits and network providers, contact the insurance carrier. If you have questions about eligibility, enrolling in the plans or payroll deductions, contact your Payroll/Human Resources office.



## A LOOK AT YOUR VSP VISION COVERAGE



SEE HEALTHY AND LIVE HAPPY  
WITH HELP FROM CITY OF BRIDGEPORT AND  
VSP.



Enroll in VSP® Vision Care to get personalized care from a VSP network doctor at low out-of-pocket costs.

### VALUE AND SAVINGS YOU LOVE.

Save on eyewear and eye care when you see a VSP network doctor. Plus, take advantage of Exclusive Member Extras for additional savings.

### PROVIDER CHOICES YOU WANT.

With an average of five VSP network doctors within six miles of you, it's easy to find a nearby in-network doctor. Plus, maximize your coverage with bonus offers and additional savings that are exclusive to Premier Program locations.



### USING YOUR BENEFIT IS EASY!

Create an account on [vsp.com](http://vsp.com) to view your in-network coverage, find the VSP network doctor who's right for you, and discover savings with exclusive member extras. At your appointment, just tell them you have VSP.

**Like shopping online?** Go to [eyeconic.com](http://eyeconic.com) and use your vision benefits to shop over 50 brands of contacts, eyeglasses, and sunglasses.

### QUALITY VISION CARE YOU NEED.

You'll get great care from a VSP network doctor, including a WellVision Exam®—a comprehensive exam designed to detect eye and health conditions.

### GET YOUR PERFECT PAIR

**EXTRA \$20** +

TO SPEND ON  
FEATURED FRAME BRANDS\*

bebe CALVIN KLEIN COLE HAAN FLEXON

LACOSTE  NINE WEST

SEE MORE BRANDS AT [VSP.COM/OFFERS](http://VSP.COM/OFFERS)

UP  
TO **40%**  
SAVINGS ON LENS  
ENHANCEMENTS



**Enroll today.**

Contact us: 800.877.7195 or [vsp.com](http://vsp.com)

## YOUR VSP VISION BENEFITS SUMMARY

CITY OF BRIDGEPORT and VSP provide you with an affordable vision plan.

### PROVIDER NETWORK:

VSP Signature

### EFFECTIVE DATE:

01/01/2020



BENEFIT	DESCRIPTION	COPAY	FREQUENCY
<b>YOUR COVERAGE WITH A VSP PROVIDER</b>			
<b>WELLVISION EXAM</b>	<ul style="list-style-type: none"> <li>Focuses on your eyes and overall wellness</li> </ul>	\$20	Every 12 months
<b>PRESCRIPTION GLASSES</b>		\$30	See frame and lenses
<b>FRAME</b>	<ul style="list-style-type: none"> <li>\$105 allowance for a wide selection of frames</li> <li>\$125 allowance for featured frame brands</li> <li>20% savings on the amount over your allowance</li> <li>\$60 Costco® frame allowance</li> </ul>	Included in Prescription Glasses	Every 24 months
<b>LENSES</b>	<ul style="list-style-type: none"> <li>Single vision, lined bifocal, and lined trifocal lenses</li> <li>Impact-resistant lenses for dependent children</li> </ul>	Included in Prescription Glasses	Every 12 months
<b>LENS ENHANCEMENTS</b>	<ul style="list-style-type: none"> <li>Standard progressive lenses</li> <li>Premium progressive lenses</li> <li>Custom progressive lenses</li> <li>Average savings of 35-40% on other lens enhancements</li> </ul>	\$50 \$80 - \$90 \$120 - \$160	Every 12 months
<b>CONTACTS (INSTEAD OF GLASSES)</b>	<ul style="list-style-type: none"> <li>\$105 allowance for contacts and contact lens exam (fitting and evaluation)</li> <li>15% savings on a contact lens exam (fitting and evaluation)</li> </ul>	\$0	Every 12 months
<b>DIABETIC EYECARE PLUS PROGRAM<sup>SM</sup></b>	<ul style="list-style-type: none"> <li>Retinal screening for members with diabetes</li> <li>Additional exams and services for members with diabetic eye disease, glaucoma, or age-related macular degeneration. Limitations and coordination with your medical coverage may apply. Ask your VSP doctor details.</li> </ul>	\$0 \$20 per exam	As needed
<b>EXTRA SAVINGS</b>	<p><b>Glasses and Sunglasses</b></p> <ul style="list-style-type: none"> <li>Extra \$20 to spend on featured frame brands. Go to <a href="http://vsp.com/offers">vsp.com/offers</a> for details.</li> <li>30% savings on additional glasses and sunglasses, including lens enhancements, from the same VSP provider on the same day as your WellVision Exam. Or get 20% from any VSP provider within 12 months of your last WellVision Exam.</li> </ul> <p><b>Routine Retinal Screening</b></p> <ul style="list-style-type: none"> <li>No more than a \$39 copay on routine retinal screening as an enhancement to a WellVision Exam</li> </ul> <p><b>Laser Vision Correction</b></p> <ul style="list-style-type: none"> <li>Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities</li> <li>After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor</li> </ul>		

### YOUR COVERAGE WITH OUT-OF-NETWORK PROVIDERS

Get the most out of your benefits and greater savings with a VSP network doctor. Call Member Services for out-of-network plan details.

Coverage with a retail chain may be different or not apply. Log in to [vsp.com](http://vsp.com) to check your benefits for eligibility and to confirm in-network locations based on your plan type. VSP guarantees coverage from VSP network providers only. Coverage information is subject to change. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail. Based on applicable laws, benefits may vary by location. In the state of Washington, VSP Vision Care, Inc. is the legal name of the corporation through which VSP does business.

\*Only available to VSP members with applicable plan benefits. Frame brands and promotions are subject to change. Savings based on doctor's retail price and vary by plan and purchase selection; average savings determined after benefits are applied. Ask your VSP network doctor for more details.

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VSP, VSP Vision Care for life, Eyeconic, and WellVision Exam are registered trademarks, VSP Diabetic Eyecare Plus Program is servicemark of Vision Service Plan. Flexon is a registered trademark of Marchon Eyewear, Inc. All other brands or marks are the property of their respective owners.