

AGREEMENT BETWEEN

CITY OF BRIDGEPORT

&

**BRIDGEPORT SCHOOL CROSSING
GUARDS ASSOCIATION**

September 1, ~~2015~~2021 to August 31, ~~2021~~2026

Contents

PREAMBLE	2
ARTICLE 1 - REGOGNITION	2
ARTICLE 2 - MANAGEMENT RIGHTS	2
ARTICLE 3 - NONDISCRIMINATION	3
ARTICLE 4 - HOLIDAYS	3
ARTICLE 5 - HOURS OF WORK AND OVERTIME	4
ARTICLE 6 - WAGES	4
ARTICLE 7 - WEARING APPAREL	5
ARTICLE 8 - VACATION	6
ARTICLE 9 - INSURANCE	6
ARTICLE 10 - SICK LEAVE	7
ARTICLE 11 - COPIES OF THE CONTRACT	8
ARTICLE 12 - SAVINGS CLAUSE	8
ARTICLE 13 - DRUG TESTING	8
ARTICLE 14 - TERMINATION.....	9
SIGNATURES.....	9
JOB DESCRIPTION – SCHOOL CROSSING GUARD	10
WAGE APPENDIX.....	12

PREAMBLE

This agreement is entered into by the City of Bridgeport, hereinafter referred to as the Employer, and the Bridgeport School Crossing Guards Association, hereinafter referred to as the Association.

ARTICLE 1 - REGOGNITION

- 1.1 The Employer recognizes the Association as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and conditions of employment for all School Crossing Guards employees of the City of Bridgeport.
- 1.2 The Association recognizes the ~~mayer~~ Mayor of the City of Bridgeport or his/her designated representative or representatives as the sole representative of the City of Bridgeport for the purpose of collective bargaining. The Association further agrees to bargain in good faith with the Mayor or his/her designated representative on all matters relating to wages, hours and other conditions of employment.
- 1.3 School Crossing Guard positions are considered 'at-will employment'.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.1 Except as specifically modified by any provision of this agreement, the City of Bridgeport will continue to have, whether exercised or not, all the rights, power and authority usually vested in management, including but not limited to the following: To determine the services of the City; to direct its employees; to determine and to manage its business affairs; to determine the employment and structure of its workforce; to determine the technology and the efficiency

of its governmental operations and services; and to fulfill all of its legal responsibilities.

ARTICLE 3 - NONDISCRIMINATION

- 3.1 There shall be no discrimination against an employee because of his race, color, sex, religious creed, national origin, political or union affiliations.

ARTICLE 4 - HOLIDAYS

- 4.1 All School Crossing Guards shall be paid and have for the following ~~days off~~ holidays, provided they are scheduled to work, and do work, the day before and the day after the holiday: Columbus Day, ~~Veteran's Day,~~ Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, President's Day, Good Friday, Memorial Day, Martin Luther King Day, and Three Kings Day, Independence Day, Juneteenth.
- 4.2 In addition, effective September 1994, all School Crossing guards with one (1) or more years of service shall be paid and have off Labor Day.
- 4.3 Except for paid holidays occurring during a school vacation, employees must work the day before and the day after such holiday ~~unless~~. The requirement to work the day before and the day after a holiday can be foregone if the employee is excused on either day for reasons acceptable to the City (For Example: Funeral, Immediate Family, Personal Illness, Illness on a holiday, or Emergency conditions beyond the employee's control) in order to be paid for the holiday.

ARTICLE 5 - HOURS OF WORK AND OVERTIME

- 5.1 For all employees covered by this agreement the hours of work will be from 7:45 a.m. to 9:00 a.m.; and 2:00 p.m. to 3:40 p.m. These hours may vary if a Guard covers more than one school, or if individual schools have children coming for breakfast program, or if a school has an opening or closing time different than those listed above.
- 5.2 As a condition of continued employment, employees will be required to attend a maximum of four (4) hours per year of training which will be scheduled no less than five (5) days, no more than ten (10) days, before the start of the fall semester. The School Crossing Guards will receive one (1) days pay at the applicable rate for attendance.
- 5.3 All new employees, including any employee hired after a three (3) month ~~break in absence from~~ service, must serve a probationary period of ninety (90) days. During the probationary period, the City has sole and complete discretion to remove any employee for any and all reasons.

ARTICLE 6 - WAGES

- 6.1a Effective September 1, ~~2015~~2021, the ~~daily~~wage structure will be changed to a single step, i.e., steps 2 and 3 are eliminated. The Step 1 hourly rate shall be increased by ~~two percent (2.0%)~~.to \$13.15 per hour.
- 6.1b Effective ~~September~~July 1, ~~2016~~2022, the ~~daily~~Step 1 hourly rate shall be increased by ~~two percent (2.0%)~~.to \$14.00 per hour.
- 6.1c Effective ~~September~~June 1, ~~2017~~2023, the ~~daily~~Step 1 hourly rate shall be increased by ~~zero percent (0%)~~.to \$15.00 per hour

- 6.1d Effective September 1, ~~2018~~2024, the daily rate shall be increased by two percent (2.0%).
- 6.1e Effective September 1, ~~2019~~, the daily rate shall be increased by two percent ~~(2.0%)~~.
- ~~6.1f~~ Effective September 1, ~~2020~~2025, the daily rate shall be increased by two percent (2.0%).
- 6.2 All active, permanent, full-time School Crossing Guards shall be paid at the straight time rate for those days on which they are scheduled to work and are available to work but are prevented from working solely by virtue of severe storms that cause the school to which the crossing guard is assigned to be closed.

ARTICLE 7 - WEARING APPAREL

- 7.1 School Crossing Guards shall wear the uniform of blue coat and trousers/skirt during the winter months and white shirt and blue trousers/skirt in the fall and spring months.
- 7.2 School Crossing Guards shall, upon appointment, be provided with the following articles of uniform and equipment, in the amount and manner provided for in the following table:
1. One (1) glow vest
 2. Two (2) gloves: (1) winter - (1) summer
 3. One (1) Raincoat
- 7.3 Articles of uniform shall be replaced as needed based upon yearly departmental inspection. Any lost or stolen articles of uniform must be replaced by the employee at their own expense.

- 7.4 Effective September 1, 1997, all active School Crossing Guards returning shall receive a one hundred and sixty dollar (\$160.00) payment to be placed toward the purchase or replacement uniform items specified in 7.1 thru 7.3 above.
- 7.5 Upon discharge or resignation all issued equipment as referenced in Article 7.2 must be returned before a final paycheck will be issued.
- 7.6 The City will make every effort to purchase all equipment from a qualified vendor. The vendor will be expected to have a supply of equipment on hand.

ARTICLE 8 - VACATION

- 8.1 In each contract year, School Crossing Guards with three (3) or more years of service, but less than four (4) years of service, shall receive one (1) day vacation with pay. School Crossing Guards with four (4) or more years of service but less than ten (10) years of service shall receive three (3) days vacation with pay. In each contract year, School Crossing Guards with ten (10) or more years of continuous service, but less than fifteen (15) years of such service shall receive four (4) days vacation with pay. In each contract year employees with fifteen (15) but less than twenty (20) years of service shall receive five (5) days vacation with pay. In each contract year employees with twenty (20) or more years of continuous service shall receive six (6) days vacation with pay.
- 8.2 Vacation time can only be taken when school is not in session.

ARTICLE 9 - INSURANCE

- 9.1 The City shall provide and pay for the cost of five (5) thousand dollars (\$5,000) Group Term Life Insurance and accidental Death and Dismemberment Policy (double indemnity) for all School Crossing Guard Employees.

ARTICLE 10 - SICK LEAVE

- 10.1** Sick Leave Allowance - Sick leave shall be earned by each employee of the Association, at the rate of one working day for each calendar month of service, the total of which shall not exceed ten (10) days for each school year.
- 10.2** A medical certificate acceptable to the appointing authority, will be required for any absence consisting of four (4) or more consecutive working days.
- 10.3** All active School Crossing Guards shall, after ten (10) years of service, shall receive fifty percent (50%) of their accumulated sick time at retirement or termination provided they leave in good standing up to a maximum amount of two hundred (200) days. Effective September 1, 1996, the maximum will be increased to two hundred ten (210) days. Upon the death of the employee, the amount of sick leave time credited to the employee shall be payable to his/her spouse, and/or children, or estate.
- 10.4** Any employee who works an entire school year without taking time off for any purpose, excluding time taken between the date of death and date of funeral for a member of the employee's immediate family (For the purpose of this Article the term immediate shall mean and include the following: Mother, father, spouse, mother-in-law, father-in-law, sister, brother, child, grandparents, grandchildren, aunt, uncle, sister-in-law and brother-in-law) shall receive a two hundred dollars (\$200.00) lump sum payment. Said payment shall be made during the last month of ~~the spring term~~ June.
- 10.5** The City of Bridgeport Attendance Policy that became effective on April 1, 2000 and all its subsequent amendments, modifications and replacements as determined by the City are incorporated into this contract.

10.6 Notwithstanding any other provisions of this Agreement, no leave shall exceed twelve months in duration.

ARTICLE 11 - COPIES OF THE CONTRACT

11.1 Within ninety (90) days after the signing of this Agreement, the City shall furnish ~~a copy~~100 copies of this Agreement to ~~each employee~~distribute amongst the union membership. New Employees shall be given a copy of this Agreement at the time of hire. ~~The Association is to receive ten (10) signed copies of this Agreement.~~

ARTICLE 12 - SAVINGS CLAUSE

12.1 If any section, sentence, clause or phrase of this Agreement shall be held, for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof, or provision herein shall become inoperative or fail by reason of invalidity of any other portion or provisions

ARTICLE 13 - DRUG TESTING

13.1 The City reserves the right to conduct drug and alcohol testing as provided in Connecticut General sections 31-51t through 31-51bb inclusive, excluding section 31-51v. The City shall provide the union thirty (30) days notice prior to the implementation of Drug and Alcohol testing.

ARTICLE 14 - TERMINATION

14.1 This agreement shall be effective on the 1st day of September, ~~2015~~2021 and shall remain in full force and effect until the 31st day of August, ~~2021~~2026.

SIGNATURES

IN WITNESS WHEREOF, the parties hereto set their hand this day of

_____ day of _____, ~~2017~~2021.

FOR THE CITY

FOR THE UNION

Mayor Joseph P. Ganim

Angel Resto, President
Bridgeport School Crossing Guards
Association

~~Janene Hawkins~~
Eric Amado
Director of Labor Relations

Jon Gendron,
Bridgeport School Crossing Guards
Association

JOB DESCRIPTION – SCHOOL CROSSING GUARD

Classification Title: School Crossing Guard
Job Class Code: 3601
Civil Service Designation: Classified service; non-competitive
Union: School Crossing Guards

GENERAL STATEMENT OF DUTIES

Under general supervision as assigned by the City, prepares crossing zone, and assists children and their parents/guardians in crossing streets and/or intersections safely, while traveling to and from school; all other related work as required.

ILLUSTRATIVE EXAMPLES OF WORK

- Performs routine work of a repetitive nature requiring some judgment and discretion in dealing with children while acting in accordance with established policies, procedures, and guidelines.
- Regular and prompt attendance is essential; mental effort is required daily.
- Responsible for maintaining and improving upon the efficiency and effectiveness of all areas under his/her direction and control.
- Accompanies children across streets and sees that children do not cross streets while traffic is moving.
- Alerts and prevents on-coming motor vehicles from travel when crossing children and their parents/guardians.

REQUIRED QUALIFICATIONS:

a. As to education, training and experience:

- Graduation from high school, vocational school, or GED equivalent.
- Basic knowledge of first aid and/or CPR, a plus.

b. As to special knowledge, abilities, and skills:

- Moderate responsibility for the care, condition and use of materials, equipment, and tools; great responsibility for the use of discretion and independent judgment in the safe crossing of children.
- Patience and sensitivity while dealing with children and the general public. Ability to remain calm, concentrate and perform all responsibilities in a competent and professional manner at all times.
- Demonstrated capability to communicate effectively verbally and in writing, using proper grammar and spelling; ability to follow written and verbal instructions.
- Must be able to understand English and speak English well enough to be clearly understood.

- Demonstrated capability to use accurate judgment of traffic flow, speed and direction of travel; prioritize activities; regular use of hand-held stop sign, reflector vest, cones, etc.
- Demonstrated capability to establish and maintain effective working relationships with other employees, school officials, public safety personnel and the general public.

WORK ENVIRONMENT:

Job is performed outdoors and is subject to exposure to the elements: heat, cold, and wet conditions; and variable weather conditions. Employee is subject to moderate traffic noise and the hazards associated with stopping/directing traffic.

PHYSICAL DEMANDS AND WORK ENVIRONMENT:

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations which do not cause undue hardship may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently required to walk, run, talk, and hear. The employee is required to use hands to handle, feel or operate objects; and reach with hands and arms. The employee is occasionally required to balance, stoop, kneel, or crouch. The employee must frequently lift and/or move up to 5 pounds and occasionally lift weights up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

This job description is not, nor is it intended to be, a complete statement of all duties, functions, responsibilities, and qualifications which comprise this position. Physical demands will be reviewed and revised on a quinquennial basis.

WAGE APPENDIX

DAILY RATES	2015	2016	2017	2018	2019	2020
First step	\$ 29.92	\$ 30.51	\$ 30.51	\$ 31.13	\$ 31.75	\$ 32.38
Second step	\$ 32.24	\$ 32.89	\$ 32.89	\$ 33.54	\$ 34.22	\$ 34.90
Third step	\$ 34.73	\$ 35.43	\$ 35.43	\$ 36.13	\$ 36.86	\$ 37.59

~~Based on 2 hours 55 minutes worked per day (2.916667 hours)~~

HOURLY RATES	2015	2016	2017	2018	2019	2020
First step	\$ 10.26	\$ 10.46	\$ 10.46	\$ 10.67	\$ 10.88	\$ 11.10
Second step	\$ 11.05	\$ 11.28	\$ 11.28	\$ 11.50	\$ 11.73	\$ 11.97
Third step	\$ 11.91	\$ 12.15	\$ 12.15	\$ 12.39	\$ 12.64	\$ 12.89

Based on 2 hours 55 minutes worked per day (2.916667 hours)

DAILY RATES	8/1/2021	7/1/2022	6/1/2023	9/1/2024	9/1/2025
First step	\$ 38.35	\$ 40.83	\$ 43.75	\$ 44.63	\$ 45.52

Based on 2 hours 55 minutes worked per day (2.916667 hours)

HOURLY RATES	8/1/2021	7/1/2022	6/1/2023	9/1/2024	9/1/2025
First step	\$ 13.15	\$ 14.00	\$ 15.00	\$ 15.30	\$ 15.61

AGREEMENT BETWEEN

CITY OF BRIDGEPORT

&

BRIDGEPORT SCHOOL CROSSING
GUARDS ASSOCIATION

September 1, 2021 to August 31, 2026

Contents

PREAMBLE.....	2
ARTICLE 1 - REGOGNITION.....	2
ARTICLE 2 - MANAGEMENT RIGHTS.....	2
ARTICLE 3 - NONDISCRIMINATION.....	3
ARTICLE 4 - HOLIDAYS.....	3
ARTICLE 5 - HOURS OF WORK AND OVERTIME.....	4
ARTICLE 6 - WAGES.....	4
ARTICLE 7 - WEARING APPAREL.....	5
ARTICLE 8 - VACATION.....	6
ARTICLE 9 - INSURANCE.....	6
ARTICLE 10 - SICK LEAVE.....	7
ARTICLE 11 - COPIES OF THE CONTRACT.....	8
ARTICLE 12 - SAVINGS CLAUSE.....	8
ARTICLE 13 - DRUG TESTING.....	8
ARTICLE 14 - TERMINATION.....	8
SIGNATURES.....	9
JOB DESCRIPTION – SCHOOL CROSSING GUARD.....	10
WAGE APPENDIX.....	12

PREAMBLE

This agreement is entered into by the City of Bridgeport, hereinafter referred to as the Employer, and the Bridgeport School Crossing Guards Association, hereinafter referred to as the Association.

ARTICLE 1 - REGOGNITION

- 1.1 The Employer recognizes the Association as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and conditions of employment for all School Crossing Guards employees of the City of Bridgeport.
- 1.2 The Association recognizes the Mayor of the City of Bridgeport or his/her designated representative or representatives as the sole representative of the City of Bridgeport for the purpose of collective bargaining. The Association further agrees to bargain in good faith with the Mayor or his/her designated representative on all matters relating to wages, hours and other conditions of employment.
- 1.3 School Crossing Guard positions are considered 'at-will' employment.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.1 Except as specifically modified by any provision of this agreement, the City of Bridgeport will continue to have, whether exercised or not, all the rights, power and authority usually vested in management, including but not limited to the following: To determine the services of the City; to direct its employees; to determine and to manage its business affairs; to determine the employment and structure of its workforce; to determine the technology and the efficiency

of its governmental operations and services; and to fulfill all of its legal responsibilities.

ARTICLE 3 - NONDISCRIMINATION

- 3.1 There shall be no discrimination against an employee because of his race, color, sex, religious creed, national origin, political or union affiliations.

ARTICLE 4 - HOLIDAYS

- 4.1 All School Crossing Guards shall be paid for the following holidays, provided they are scheduled to work, and do work, the day before and the day after the holiday: Columbus Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day, President's Day, Good Friday, Memorial Day, Martin Luther King Day, and Three Kings Day, Independence Day, Juneteenth.
- 4.2 In addition, effective September 1994, all School Crossing guards with one (1) or more years of service shall be paid and have off Labor Day.
- 4.3 Except for paid holidays occurring during a school vacation, employees must work the day before and the day after such holiday. The requirement to work the day before and the day after a holiday can be foregone if the employee is excused on either day for reasons acceptable to the City (For Example: Funeral, Immediate Family, Personal Illness, Illness on a holiday, or Emergency conditions beyond the employee's control) in order to be paid for the holiday.

ARTICLE 5 - HOURS OF WORK AND OVERTIME

- 5.1** For all employees covered by this agreement the hours of work will be from 7:45 a.m. to 9:00 a.m.; and 2:00 p.m. to 3:40 p.m. These hours may vary if a Guard covers more than one school, or if individual schools have children coming for breakfast program, or if a school has an opening or closing time different than those listed above.
- 5.2** As a condition of continued employment, employees will be required to attend a maximum of four (4) hours per year of training which will be scheduled no less than five (5) days, no more than ten (10) days, before the start of the fall semester. The School Crossing Guards will receive one (1) days pay at the applicable rate for attendance.
- 5.3** All new employees, including any employee hired after a three (3) month absence from service, must serve a probationary period of ninety (90) days. During the probationary period, the City has sole and complete discretion to remove any employee for any and all reasons.

ARTICLE 6 - WAGES

- 6.1a** Effective September 1, 2021, the wage structure will be changed to a single step, i.e., steps 2 and 3 are eliminated. The Step 1 hourly rate shall be increased to \$13.15 per hour.
- 6.1b** Effective July 1, 2022, the Step 1 hourly rate shall be increased to \$14.00 per hour.
- 6.1c** Effective June 1, 2023, the Step 1 hourly rate shall be increased to \$15.00 per hour.

- 6.1d** Effective September 1, 2024, the hourly rate shall be increased by two percent (2.0%).
- 6.1e** Effective September 1, 2025, the hourly rate shall be increased by two percent (2.0%).
- 6.2** All active, permanent, full-time School Crossing Guards shall be paid at the straight time rate for those days on which they are scheduled to work and are available to work but are prevented from working solely by virtue of severe storms that cause the school to which the crossing guard is assigned to be closed.

ARTICLE 7 - WEARING APPAREL

- 7.1** School Crossing Guards shall wear the uniform of blue coat and trousers/skirt during the winter months and white shirt and blue trousers/skirt in the fall and spring months.
- 7.2** School Crossing Guards shall, upon appointment, be provided with the following articles of uniform and equipment, in the amount and manner provided for in the following table:
1. One (1) glow vest
 2. Two (2) gloves: (1) winter - (1) summer
 3. One (1) Raincoat
- 7.3** Articles of uniform shall be replaced as needed based upon yearly departmental inspection. Any lost or stolen articles of uniform must be replaced by the employee at their own expense.
- 7.4** Effective September 1, 1997, all active School Crossing Guards returning shall receive a one hundred and sixty dollar (\$160.00) payment to be placed toward the purchase or replacement uniform items specified in 7.1 thru 7.3 above.

- 7.5 Upon discharge or resignation all issued equipment as referenced in Article 7.2 must be returned before a final paycheck will be issued.
- 7.6 The City will make every effort to purchase all equipment from a qualified vendor. The vendor will be expected to have a supply of equipment on hand.

ARTICLE 8 - VACATION

- 8.1 In each contract year, School Crossing Guards with three (3) or more years of service, but less than four (4) years of service, shall receive one (1) day vacation with pay. School Crossing Guards with four (4) or more years of service but less than ten (10) years of service shall receive three (3) days vacation with pay. In each contract year, School Crossing Guards with ten (10) or more years of continuous service, but less than fifteen (15) years of such service shall receive four (4) days vacation with pay. In each contract year employees with fifteen (15) but less than twenty (20) years of service shall receive five (5) days vacation with pay. In each contract year employees with twenty (20) or more years of continuous service shall receive six (6) days vacation with pay.
- 8.2 Vacation time can only be taken when school is not in session.

ARTICLE 9 - INSURANCE

- 9.1 The City shall provide and pay for the cost of five (5) thousand dollars (\$5,000) Group Term Life Insurance and accidental Death and Dismemberment Policy (double indemnity) for all School Crossing Guard Employees.

ARTICLE 10 - SICK LEAVE

- 10.1** Sick Leave Allowance - Sick leave shall be earned by each employee of the Association, at the rate of one working day for each calendar month of service, the total of which shall not exceed ten (10) days for each school year.
- 10.2** A medical certificate acceptable to the appointing authority, will be required for any absence consisting of four (4) or more consecutive working days.
- 10.3** All active School Crossing Guards shall, after ten (10) years of service, shall receive fifty percent (50%) of their accumulated sick time at retirement or termination provided they leave in good standing up to a maximum amount of two hundred (200) days. Effective September 1, 1996, the maximum will be increased to two hundred ten (210) days. Upon the death of the employee, the amount of sick leave time credited to the employee shall be payable to his/her spouse, and/or children, or estate.
- 10.4** Any employee who works an entire school year without taking time off for any purpose, excluding time taken between the date of death and date of funeral for a member of the employee's immediate family (For the purpose of this Article the term immediate shall mean and include the following: Mother, father, spouse, mother-in-law, father-in-law, sister, brother, child, grandparents, grandchildren, aunt, uncle, sister-in-law and brother-in-law) shall receive a two hundred dollars (\$200.00) lump sum payment. Said payment shall be made during the month of June.
- 10.5** The City of Bridgeport Attendance Policy that became effective on April 1, 2000 and all its subsequent amendments, modifications and replacements as determined by the City are incorporated into this contract.
- 10.6** Notwithstanding any other provisions of this Agreement, no leave shall exceed twelve months in duration.

ARTICLE 11 - COPIES OF THE CONTRACT

- 11.1 Within ninety (90) days after the signing of this Agreement, the City shall furnish 100 copies of this Agreement to distribute amongst the union membership. New Employees shall be given a copy of this Agreement at the time of hire.

ARTICLE 12 - SAVINGS CLAUSE

- 12.1 If any section, sentence, clause or phrase of this Agreement shall be held, for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof, or provision herein shall become inoperative or fail by reason of invalidity of any other portion or provisions

ARTICLE 13 - DRUG TESTING

- 13.1 The City reserves the right to conduct drug and alcohol testing as provided in Connecticut General sections 31-51t through 31-51bb inclusive, excluding section 31-51v. The City shall provide the union thirty (30) days notice prior to the implementation of Drug and Alcohol testing.

ARTICLE 14 - TERMINATION

- 14.1 This agreement shall be effective on the 1st day of September, 2021 and shall remain in full force and effect until the 31st day of August, 2026.

SIGNATURES

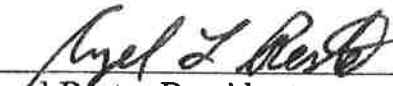
IN WITNESS WHEREOF, the parties hereto set their hand this day of

_____ day of _____, 2021.


FOR THE CITY

FOR THE UNION


Mayor Joseph P. Ganim



Angel Resto, President
Bridgeport School Crossing Guards
Association

 11/29/2021

Eric Amado
Director of Labor Relations



Jon Gedron,
Bridgeport School Crossing Guards
Association

JOB DESCRIPTION – SCHOOL CROSSING GUARD

Classification Title: School Crossing Guard
Job Class Code: 3601
Civil Service Designation: Classified service; non-competitive
Union: School Crossing Guards

GENERAL STATEMENT OF DUTIES

Under general supervision as assigned by the City, prepares crossing zone, and assists children and their parents/guardians in crossing streets and/or intersections safely, while traveling to and from school; all other related work as required.

ILLUSTRATIVE EXAMPLES OF WORK

- Performs routine work of a repetitive nature requiring some judgment and discretion in dealing with children while acting in accordance with established policies, procedures, and guidelines.
- Regular and prompt attendance is essential; mental effort is required daily.
- Responsible for maintaining and improving upon the efficiency and effectiveness of all areas under his/her direction and control.
- Accompanies children across streets and sees that children do not cross streets while traffic is moving.
- Alerts and prevents on-coming motor vehicles from travel when crossing children and their parents/guardians.

REQUIRED QUALIFICATIONS:

- a. As to education, training and experience:
 - Graduation from high school, vocational school, or GED equivalent.
 - Basic knowledge of first aid and/or CPR, a plus.
- b. As to special knowledge, abilities, and skills:
 - Moderate responsibility for the care, condition and use of materials, equipment, and tools; great responsibility for the use of discretion and independent judgment in the safe crossing of children.
 - Patience and sensitivity while dealing with children and the general public. Ability to remain calm, concentrate and perform all responsibilities in a competent and professional manner at all times.
 - Demonstrated capability to communicate effectively verbally and in writing, using proper grammar and spelling; ability to follow written and verbal instructions.
 - Must be able to understand English and speak English well enough to be clearly understood.

- Demonstrated capability to use accurate judgment of traffic flow, speed and direction of travel; prioritize activities; regular use of hand-held stop sign, reflector vest, cones, etc.
- Demonstrated capability to establish and maintain effective working relationships with other employees, school officials, public safety personnel and the general public.

WORK ENVIRONMENT:

Job is performed outdoors and is subject to exposure to the elements: heat, cold, and wet conditions; and variable weather conditions. Employee is subject to moderate traffic noise and the hazards associated with stopping/directing traffic.

PHYSICAL DEMANDS AND WORK ENVIRONMENT:

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations which do not cause undue hardship may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently required to walk, run, talk, and hear. The employee is required to use hands to handle, feel or operate objects; and reach with hands and arms. The employee is occasionally required to balance, stoop, kneel, or crouch. The employee must frequently lift and/or move up to 5 pounds and occasionally lift weights up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

This job description is not, nor is it intended to be, a complete statement of all duties, functions, responsibilities, and qualifications which comprise this position. Physical demands will be reviewed and revised on a quinquennial basis.

WAGE APPENDIX

Based on 2 hours 55 minutes worked per day (2.916667 hours)

DAILY RATES	8/1/2021	7/1/2022	6/1/2023	9/1/2024	9/1/2025
First step	\$ 38.35	\$ 40.83	\$ 43.75	\$ 44.63	\$ 45.52

Based on 2 hours 55 minutes worked per day (2.916667 hours)

HOURLY RATES	8/1/2021	7/1/2022	6/1/2023	9/1/2024	9/1/2025
First step	\$ 13.15	\$ 14.00	\$ 15.00	\$ 15.30	\$ 15.61



City of Bridgeport, Connecticut
OFFICE OF THE CITY CLERK
LEGISLATIVE DEPARTMENT

45 Lyon Terrace • Bridgeport, Connecticut 06604 • Telephone (203) 576-7081 • Fax (203) 332-5608

LYDIA N. MARTINEZ
City Clerk

FRANCES ORTIZ
Assistant City Clerk

January 6, 2022

Mr. Eric Amado, Director
Office of Labor Relations
City of Bridgeport, Connecticut

Dear Mr. Amado:

The City Council of the City of Bridgeport on December 20, 2021 adopted the following resolution **#02-21**:

RESOLVED, That the attached Agreement between the City of Bridgeport and the Bridgeport School Crossing Guards Association regarding their bargaining unit contract for the term of September 1, 2021 through August 31, 2026, be and it hereby is, in all respects, approved, ratified and confirmed.

Attest:

Frances Ortiz
Assistant City Clerk

FO: lp

Attachment: (28) pages.

Ec: Hon. Mayor J. Ganim
J. Hawkins, CAO
D. Shamas, Chief of Staff
P. White, Labor Relations Officer
A. Resto, President, School Crossing Guards Assoc.

**Tentative Agreement
Between
City of Bridgeport
And
School Crossing Guards**

- The duration of the collective bargaining agreement shall be from September 1, 2021 to August 31, 2026.
- The Union agrees to the following wage and wage structure changes:
 - Effective September 1, 2021 the wage step structure shall be changed from three (3) steps to one (1) step.
 - Effective September 1, 2021 the hourly wage for all School Crossing Guards will be increased to \$13.15 per hour. (2% increase)
 - Effective July 1, 2022 the hourly wage will be increased to \$14.00 per hour. (State mandated increase)
 - Effective June 1, 2023 the hourly wage will be increased to \$15.00 per hour. (State mandated increase)
 - Effective September 1, 2024 the hourly wage will be increased to \$15.30 per hour. (2% increase)
 - Effective September 1, 2025 the hourly wage will be increased to \$15.61 per hour. (2% increase)
- School Crossing Guard positions are considered 'at-will' employment.
- Independence Day (July 4th) and Juneteenth are included as paid holidays.
- No leave shall exceed twelve (12) months.
- School Crossing Guard job description updated and included in the CBA.

This Tentative Agreement is agreed to by all parties on this _____ of _____ 2021.

FOR THE CITY

FOR THE UNION

Mayor Joseph P. Ganim

Angel Resto, President
Bridgeport School Crossing Guards
Association

Eric Amado
Director of Labor Relations

11/29/2021

Jon Deaton,
Bridgeport School Crossing Guards
Association

CITY OF BRIDGEPORT
OFFICE OF POLICY AND MANAGEMENT
FINANCIAL IMPACT OF SCHOOL CROSSING GUARDS UNION TENTATIVE AGREEMENT SEPTEMBER 1, 2021 THROUGH AUGUST 31, 2026
COVERS FY2022 THROUGH FY2026

FISCAL YEARS	Year 1		Year 2 see Note (1)		Year 3 see note(2)		Year 4		Year 5	
	FY2022	FY2022	FY2023	FY2022-23	FY2024	FY22-FY2024	FY2025	FY22-2025	FY2026	FY22-2026
	FY22 =2.00%		FY23 =6.463%		FY24 =7.142%		FY25 =2.00%		FY26 =2.00%	
School Crossing Guards	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
Pay Annual Salary	09/1/2021 Increase %	09/1/2021 Increase %	7/1/2022 Increase %	FY22-FY23 Compounded %	6/1/2023 Increase %	FY22-2024 Compounded %	9/1/2024 Increase %	FY22-FY2025 Compounded %	9/1/2025 Increase %	FY22-FY2026 Compounded %
	2.000%	2.000%	6.463%	8.592%	7.142%	16.348%	2.000%	18.675%	2.000%	21.047%
TOTAL CROSSING GUARDS SALARY	18,000	18,000	59,330	77,328	69,801	147,132	20,943	168,075	21,362	189,423
TOTAL DOLLAR IMPACT	18,000	18,000	59,330	77,328	69,801	147,132	20,943	168,075	21,362	189,423

Notes:

- (1) Per, the State of Connecticut Minimum Wage mandate, the School Crossing Guards hourly rate will increase from \$13.15, per hour to \$14.00, and that translates to 6.463% wage increase in FY23.
- (2) Per, the State of Connecticut Minimum Wage mandate, the School Crossing Guards hourly rate will increase from \$14.00, per hour to \$15.00, and that translates to 7.142% wage increase in FY24.
- (3) Each fiscal year dollar impact reflected is the annual budgetary impact that the indicated % increase will have on that particular year.
- (4) The compounded dollar impact reflected is the total budgetary impact that the accumulated increases over the contract term will increase each year future budget allocation based on prior years wage increases.